PARTS OF THE ORIGINAL DOCUMENT

ARE OF POOR REPRODUCTIVE QUALITY

CERTAINES PARTIES DU DOCUMENT ORIGINAL

SONT DE PIÈTRE QUALITÉ DE REPRODUCTION

Manitoba

1987-90

Manitoba

- Government Employees Master Agreement
- Component Sub-Agreements & Pay Plans

GOVERNMENT EMPLOYEES' MASTER AGREEMENT
1987 - 90

INDEX

ARTICLE		PAGE
1	Interpretation	1
2	Duration of Agreement	6
3	Amendment to the Salary Schedule	7
4	Application of Agreement	7
5	Term Employees	9
6	Lay-Off - Seasonal Departmental Employees . .	10
7	No Discrimination	12
8	Management Rights	12
9	Pay	13
10	Retroactive Wages	14
11	Recruitment and Appointment	15
12	Medical Fitness	16
13	Probation	16
14	Conduct of Employees	18
15	Performance Appraisal	19
16	Merit Increases	19
17	Disciplinary Action	22
18	Resignations	23
19	Contracting Out	23
20	Technological Change	24
21	Change of Work Headquarters	25
22	Lay-Off	26
23	Severance Pay	31
24	Holidays	33
25	Vacation	36
26	Sick Leave	40
27	Workers' Compensation	44

ARTICLE		PAGE
28	Compassionate Leave	45
29	Paternity Leave	46
30	Maternity Leave	47
31	Adoptive Parent Leave	51
32	Bridging of Service	51
33	Loss of or Damage to Personal Effects	52
34	Remoteness Allowance	54
35	Dental Plan	54
36	Health and Safety	54
37	Uniforms and Protective Clothing	60
38	Video Display Terminals	62
39	Association Business	63
40	Rights of Stewards	65
41	Association Security	66
42	Joint Council	67
43	Grievance Procedure	67
44	Grievance Arbitration Procedure	73
45	Appeals to the Commission	77
46	Sexual Harassment	79
47	Reclassification Procedure	79
48	Civil Liability	81
49	Employee Files	82
50	Long Term Disability Income Plan	82
51	Seniority	82
52	Part-Time Employees	84
53	Ambulance and Hospital Semi-Private Plan	84

Appendix "A" Exclusions 85
Appendix "B" Remoteness Allowance 95
Appendix "C" Part-Time Employees. 101
Appendix "D" Privately Owned Vehicles 108
Appendix "E" Meals and Miscellaneous Expenses 112

ARTICLE PAGE

Memorandum of Agreement - Compassionate Leave 119
Memorandum of Agreement - Dental Plan 120
Memorandum of Agreement - Employment Security 121
Memorandum of Agreement - General Pay Adjustment. 123
Memorandum of Agreement - Joint Employee Assistance Program . 125
Memorandum of Agreement - Maternity Leave 126
Memorandum of Agreement - Remoteness Allowance. 127
Memorandum of Agreement - Remoteness Allowance-
Bunkhouse Accommodation 128
Memorandum of Agreement - Vacation for 45, 50/40 and 50 Hour
Per Week Employees 129
Memorandum of Agreement - Workers' Compensation 130
Letter of Intent - Job Sharing. 131

Administration Component Sub-Agreement. 132
Clerical Component Sub-Agreement 174
Corrections Component Sub-Agreement 202
Education Component Sub-Agreement 225
Health Component Sub-Agreement 263
Legal, Inspection & Regulatory Component Sub-Agreement . . . 303
Physical Sciences Component Sub-Agreement 345
Social Sciences Component Sub-Agreement 391
Trades, Operations & Services Component Sub-Agreement 439

GOVERNMENT EMPLOYEES' MASTER AGREEMENT

1987-1990

ALPHABETICAL INDEX

	ARTICLE	PAGE
Adoptive Parent Leave	31	51
Ambulance and Hospital Semi-Private Plan	53	84
Amendment to the Salary Schedule	3	7
Appeals to the Commission	45	77
Application of Agreement	4	7
Association Business	39	63
Association Security	41	66
Bridging of Service	32	51
Change of Work Headquarters	21	25
Civil Liability	48	81
Compassionate Leave	28	45
Compassionate Leave (Memorandum of Agreement).		119
Conduct of Employees	14	18
Contracting Out	19	23
Dental Plan	35	54
Dental Plan (Memorandum of Agreement).		120
Disciplinary Action	17	22
Duration of Agreement	2	6
Employee Files	49	82
Employment Security (Memorandum of Agreement).		121
Exclusions (Appendix "A")		85
General Pay Adjustment (Memorandum of Agreement)		123
Grievance Arbitration Procedure	44	73
Grievance Procedure	43	67
Health and Safety	36	54
Holidays	24	33
Interpretation.	1	1
Job Sharing (Letter of Intent)		131
Joint Council	42	67
Joint Employee Assistance Program (Memorandum of Agreement).		125

	ARTICLE	PAGE
Lay-Off	22	26
Lay-Off - Seasonal Departmental Employees.	6	10
Long Term Disability Income Plan	50	82
Loss of or Damage to Personal Effects	33	52
Management Rights	8	12
Maternity Leave	30	47
Maternity Leave (Memorandum of Agreement).		126
Meals and Miscellaneous Expenses (Appendix "E").		112
Medical Fitness	12	16
Merit Increases	16	19
No Discrimination	7	12
Part-Time Employees.	52	84
Part-Time Employees (Appendix "C")		101
Paternity Leave	29	46
Pay	9	13
Performance Appraisal	15	19
Privately Owned Vehicles (Appendix "D").		108
Probation	13	16
Reclassification Procedure	47	79
Recruitment and Appointment	11	15
Remoteness Allowance	34	54
Remoteness Allowance (Appendix "B").		95
Remoteness Allowance (Memorandum of Agreement)		127
Remoteness Allowance (Memorandum of Agreement- Bunkhouse Accommodation)		128
Rights of Stewards	40	65
Resignations	18	23
Retroactive Wages	10	14
Seniority.	51	82
Severance Pay	23	31
Sexual Harassment	46	79
Sick Leave	26	40
Technological Change	20	24
Term Employees	5	9

	ARTICLE	PAGE
Uniforms and Protective Clothing	37	60
Vacation	25	36
Vacation for 45, 50/40, and 50 Hour Per Week Employees (Memorandum of Agreement)		129
Video Display Terminals	38	62
Workers' Compensation	27	44
Workers' Compensation (Memorandum of Agreement).		130

GOVERNMENT EMPLOYEES' MASTER AGREEMENT
GOVERNMENT OF MANITOBA

THIS AGREEMENT made this 24th day of February A.D., 1988.

BETWEEN

HER MAJESTY THE QUEEN in Right of the Province of Manitoba, represented herein by the Honourable the Minister charged with the administration of The Civil Service Act (hereinafter referred to as the Government),

OF THE FIRST PART

- and -

THE MANITOBA GOVERNMENT EMPLOYEES' ASSOCIATION, (hereinafter referred to as the Association),

OF THE SECOND PART.

WITNESSETH: That for the purpose of promoting co-operation and understanding between the government and its employees affected hereby, and to recognize the mutual value of joint discussions and negotiations with respect to compensation for employees, including the establishment of pay ranges for new classes of employees and the adjustment from time to time of pay ranges for existing classes of employees and working conditions of employees, the parties hereto agree as follows:

INTERPRETATION

1:01 In this Agreement, unless the context otherwise requires, the expression:

a) "agency of the government" means any board, commission, association, or other body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board of directors of which are appointed by an act of the Legislature or by the Lieutenant-Governor-in-Council;

b) "Agreement" means this agreement which may be referred to as The Government Employees' Master Agreement;

c) "Association" means the Manitoba Government Employees' Association;

d) "authorized overtime" shall mean overtime authorized by the employing authority and where the term "overtime" is used in this Agreement, it shall mean "authorized overtime";

e) "Casual employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis;

f) "Civil Service" or "Service" means the employees of the government in positions, appointments, or employments, now existing or hereinafter created excluding the members of any agency of the government and the employees of any agency of the government and also excluding thereout

  i) officers of elections and election employees employed in that capacity only, other than the Chief Electoral Officer;
  ii) the Sargent-at-Arms of the Legislative Assembly, page boys, ushers, such temporary and clerical assistance as may be provided for members of the Assembly, and clerical employees of the Assembly, other than the Clerk of the Legislative Assembly;
  iii) persons employed to make or conduct a temporary and special inquiry, investigation or examination, on behalf of the Assembly or the Government;
  iv) persons who are patients or inmates in a provincial institution and who help in the work of the institution;
  v) any person paid by fees or hired on a special contractual basis or as an independent contractor; and

vi) secretaries of ministers, other than any person designated as a member of the Service pursuant to subsection (1) of Section 18 of the Act and other than any person who is a member of the Service at the time of his appointment as a secretary of a minister;

g) "class" or "class of position" means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can be reasonably applied to, all positions in the group;

h) "Commission" means the Civil Service Commission, constituted under The Civil Service Act or any person designated from the staff of the Civil Service Commission to act on its behalf;

i) "continuous service" or "continuous employment" means consecutive and contiguous days, weeks, months and/or years of employment with the Government of Manitoba where there has been no break in service involving termination of the employee. In the calculation of continuous service, any approved leave of absence with pay shall not affect continuous service and any authorized leave of absence without pay or a temporary or seasonal lay-off, while not considered a break in service, shall not be counted in the total continuous service. (Example: ten (10) years consecutive and contiguous service with six (6) months leave of absence without pay or six (6) months seasonal lay-off = nine and one-half (9 1/2) years continuous service);

j) "department" means a department of the Executive Government of the Province;

k) "Departmental employee" means a person employed in or under the Department of Highways and Transportation or the Department of Natural Resources whose appointment is made to a departmental employee classification contained within a Component Sub-Agreement;

l) "dismissal" means the removal for disciplinary reasons from a position of employment for just cause;

m) "employee" means a person employed in a position in the bargaining unit;

n) "employing authority" means
   i) in respect of a department
      aa) the Minister presiding over a department; or
      bb) the Deputy Minister; or
      cc) any person designated by the Minister to act as employing authority in respect of the department on behalf of the Minister;
   ii) in respect to persons employed in the Provincial Audit Branch, the Provincial Auditor;
   iii) in respect to persons employed in the office of the Ombudsman, the Ombudsman;

o) "grade of pay", "pay range" or "pay grade" means a series of rates of remuneration for a class that provides for a minimum rate, a maximum rate, and such intermediate rates if any as may be considered necessary to permit periodic increases in remuneration and as set out in the respective Component Sub-Agreement Salary Schedules;

p) "increment" means the amount per annum provided as a rate of increase in the applicable salary payable to any eligible employee, which unless the context of the relevant approved pay range otherwise clearly indicates, may be granted annually on the applicable anniversary dates;

q) "lay-off" means to temporarily remove from a position of employment subject to the employee retaining such rights as set out under this Agreement;

r) "minister" means a minister of the Crown;

s) "part-time employee" means an employee who normally works less than the full normal daily, weekly or monthly hours, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis;

t) "position" means a position of employment with the government, the person employed for which is a member of the Civil Service;

u) "promotion" means a change of employment from one position to another having a higher maximum salary;

v) "provincial institution" means
  i) a hospital, sanitorium, or institution for the care of mental retardates or persons suffering from mental disorders, the employees in which are members of the Civil Service; and
  ii) correctional institutions and detention homes;

w) "regular employee" means an employee who carries out and occupies a continuing function in a departmental program and who has all the rights and privileges of permanent status;

x) "regulation" means a regulation under The Civil Service Act;

y) "transfer" means the removal of an employee from a position in a class and appointing him to another position in the same class or to another position in a different class having the same maximum rate of pay.

1:02 Wherever the singular and the masculine are used in this Agreement, the same shall be construed as meaning the plural, or the feminine or the neuter where the context so admits or requires and the converse shall hold as applicable.

DURATION OF AGREEMENT

2:01 This Agreement shall become effective from and including the twenty-sixth (26th) day of September, 1987 and shall continue in effect up to and including the twenty-first (21st) day of September, 1990 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal is given by either party at least forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date hereof. During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.

2:02 Where notice for revision of this Agreement is given under Section :01, the party giving notice agrees to deliver to the other their written proposals for the revision of the Collective Agreement at least thirty (30) days prior to the expiry date of the Agreement. The parties shall, within twenty (20) working days following receipt of the specific proposals for revision to the Agreement, commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.

2:03 All additions, deletions, amendments, and/or revisions from the previous Master Agreement to this Master Agreement shall be effective the first day of the bi-weekly pay period following the date of signing of this Collective Agreement unless otherwise specified.

AMENDMENT TO THE SALARY SCHEDULE

3:01 During the term of this Agreement, amendments to the Salary Schedule in the Component Sub-Agreements resulting from the introduction of a new classification, or amendments to Appendix "A" of the Agreement in respect of exclusions from the terms of this Agreement shall be determined through negotiation between the parties hereto.

3:02 If it is necessary for the purpose of recruitment or retention to effect an upward adjustment to the pay range of an established classification, the government shall consult with the Association and may amend the Salary Schedule to give effect to the required change. In no case shall such pay range be less than that already existing for the classification.

APPLICATION OF AGREEMENT

4:01 The terms of this Agreement and the Component Sub-Agreements shall apply as herein stated to:

(a) persons in the civil service appointed in virtue of and under Section 17 of The Civil Service Act;

(b) departmental employees;

(c) term employees to whom subsection (5) of Section 2 of The Civil Service Superannuation Act applies;

(d) full-time term and temporary employees hired under the authority of The Civil Service Act for a period in excess of two (2) months service;

(e) part-time employees who have been hired under the authority of The Civil Service Act. The Agreement shall apply effective the start of the bi-weekly pay period following the attainment of (three hundred and thirty-six (336) hours of accumulated service for employees in an eight (8) hour per day classification or three hundred and four and one half (304.5) hours of accumulated service for employees in a seven and one-quarter (7 1/4) hour per day classification.

4:02 The terms of this Agreement and the Component Sub-Agreements shall not apply to:

(a) incumbents of the positions set forth in Appendix "A" attached hereto; and

(b) any government employees represented by a recognized bargaining agent and covered by another collective agreement other than the Government Employees' Master Agreement; and

(c) student assistants being paid under the provisions of the Student Temporary Employment Program Policy (S.T.E.P.); and

(d) casual employees.

4:03 The nine (9) Components listed below shall form the basis upon which nine (9) separate Component Sub-Agreements shall be negotiated. Upon the signing of the Component Sub-Agreements, they shall be attached to and form part of this Agreement.

a) Administration
b) Clerical
c) Corrections
d) Education
e) Health
f) Legal, Inspection & Regulatory
g) Physical Sciences
h) Social Sciences
i) Trades, Operations & Services

4:04 The government recognizes the Association as the sole and exclusive bargaining agent for those employees within the bargaining unit as set out in section :01 herein and as well such further classes of employees as may be agreed upon by the parties during the term of this Agreement.

4:05 All provisions of the Master Agreement shall apply to all employees covered by the Agreement and to all Component Sub-Agreements. There shall be no further negotiation or alteration within Component Sub-Agreements of any provision contained in the Master Agreement without the mutual consent of both the parties hereto. Any proposal considered in the Master Agreement negotiations shall not be reconsidered in Component negotiations without the mutual consent of both the parties hereto.

TERM EMPLOYEES

5:01 "Term employee" means an employee hired for a specific term of employment. The term of employment may be based on a specific period of time or the completion of a specific job or until the occurrence of a specified event.

5:02 Where the employment of a term employee terminates at the end of a specific term of employment, then:

a) the employing authority shall not be required to give any notice or payment in lieu thereof;
b) the employee shall not be required to give any notice of resignation.

5:03 Where a term employee is laid-off, then the following shall apply:

a) if the lay-off is at the end of a specific term of employment, no notice of lay-off is required;

b) if the lay-off is prior to the end of a specific term of employment, an employee will receive written notice prior to the lay-off or granted payment in lieu thereof based on the following

   i) four (4) weeks' notice to an employee with one (1) or more years of full time continuous service or

   ii) two (2) weeks notice to an employee with less than one (1) year of full-time continuous service.

5:04 Where a term employee is employed in the same position performing the same function for a period of more than twenty-four (24) continuous months and where the need for the position is expected to continue, the government will convert the position and the employee to regular civil service status.

5:05 An employee appointed to a term position shall be informed in writing as to the duration of the term. Failure to comply with the foregoing shall not in itself negate the employee's status as a term employee.

LAY-OFF - SEASONAL DEPARTMENTAL EMPLOYEES

6:01 This Article applies to the lay-off and recall of seasonal-departmental employees. Non-seasonal departmental employees are covered by Article 22 - Lay-off.

6:02 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a Department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.

6:03 The employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.

6:04 In determining the order of lay-off within the group of employees concerned, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.

6:05 Where an employee alleges that the employee's lay-off has not been in accordance with this Agreement, the Grievance Procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the third step of the procedure.

6:06 Where an employee is being laid-off at the end of a specific term of employment or after the completion of a job for which the employee was specifically employed, no notice of lay-off is required. Otherwise where an employing authority is laying-off an employee the following shall apply:

a) to an employee with one (1) or more years of continuous service - four (4) weeks written notice or pay in lieu thereof.

b) to an employee with less than one (1) year of continuous service - two (2) weeks written notice or pay in lieu thereof.

6:07 Employees who are laid-off shall be placed on a re-employment list for a period of twelve (12) months from the effective date of the lay-off. Each department concerned shall maintain its own re-employment list(s) for its laid-off employees. The Association shall be provided a copy of such list(s), upon request.

6:08 Employees placed on a re-employment list shall be called back to their positions in reverse order of lay-off.

6:09 An employee who is on a re-employment list must:

a) report any change of address to the department without delay;
b) if called back, respond to the call back within seven (7) days of receipt of notification of call back;
c) return to work within fourteen (14) days of receipt of notification of call back or such other date as may be agreed upon between the employee and the department;
d) except for good and sufficient reasons, accept a call back in accordance with this section or be deemed to have resigned.

6:10 Employees whose classification varies between Labourer and Operator shall be categorized as "Labourer/Operator" for purposes of this Article.

6:11 For purposes of this Article, "qualifications" refers to education, knowledge, training, skills, experience, aptitude, and competence. "Ability" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications, and ability to perform the duties which the remaining employees will be required to perform.

NO DISCRIMINATION

7:01 The parties hereto agree that there shall be no discrimination, harassment, coercion or interference exercised or practiced with respect to any employee by reason of age, sex, marital status, race, creed, colour, ethnic or national origin, political or religious affiliation or membership in the Association or activities in the Association.

MANAGEMENT RIGHTS

8:01 All the functions, rights, personnel pay practices, powers and authority which the government has not specifically abridged, delegated or modified by this Agreement are recognized by the Association as being retained by the government.

8:02 In administering this Agreement, the government shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

PAY

9:01 An employee, other than an employee paid on an hourly or daily basis who does not work every working day in a bi-weekly pay period and by reason thereof is not entitled to be paid an amount equal to a bi-weekly salary is entitled to be paid an amount equal to the daily rate of pay for his position at his step multiplied by a number comprising the number of days actually worked in that period plus any leaves with pay in that period for which the employee is eligible. The daily rate of pay shall be calculated by multiplying the hourly rate of pay by the number of hours in a normal working day as indicated in the applicable Component Sub-Agreement and rounding the result to the nearest cent. The bi-weekly salary shall be calculated by multiplying the hourly rate of pay by the normal number of hours in a bi-weekly pay period as indicated in the applicable Component Sub-Agreement and rounding to the nearest cent.

9:02 Where an employee is promoted to another position, the employee shall be paid at a rate of pay set out for that position in the Salary Schedule that is, if possible, one full increment more than the rate of pay the employee was being paid in the employee's former position.

9:03 Where an employee receives a benefit arising out of the employee's position, unless the Salary Schedule provides that such benefit shall be in addition to the salary provided for the position, a fair and reasonable charge as recommended by Joint Council and approved by the Lieutenant-Governor-in-Council may be made for the benefit.

9:04 Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, the Commission shall consult with the Association, and may, following the personal recommendation of the Minister of the Department concerned, make such provisions as may be necessary to maintain equity and parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.

RETROACTIVE WAGES

10:01

a) Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall apply to:
   - i) employees who are in the employ of the government on the date of the signing of this Agreement;
   - ii) employees who have left the service during the above-mentioned period but who have retired in accordance with the provisions of The Civil Service Superannuation Act or who have died in service;
   - iii) employees who have left the service during the above-mentioned period by reason of being laid-off by the employing authority;
   - iv) term employees terminated at the end of a specific term of employment or after the completion of the specific job for which they were employed.

b) Upon written request to the employing authority, within 60 (sixty) days of the date of the signing of this Agreement, retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall be made to employees who have voluntarily terminated their services (resigned).

RECRUITMENT AND APPOINTMENT

11:01 Subject to Section 14 of The Civil Service Act, unless in the opinion of the Commission it is in the public interest to appoint a person from outside the Civil Service, the preference for filling vacancies shall be as follows:

a) promotion;

b) competition and transfer; and

c) appointment of a person on a re-employment list kept under sub-section (2) of Section 19 of The Civil Service Act.

11:02 The selection of employees for vacant or new positions shall be on the basis of ability, prior work performance and seniority. Where ability and work performance are equal, seniority shall be the determining factor.

11:03 Where an employee is moved from one department to another, or within a department, the Commission shall inform the departments or the department concerned of the move. The department from which the employee is moved, or within which the employee is moved, shall release the employee from the position within thirty (30) days of being so informed, or within one (1) week of obtaining a replacement for the employee, whichever is the earlier.

11:04 An employee who is notified that he is an unsuccessful applicant for a vacant position shall be supplied with the reasons for non-acceptance within ten (10) days of making a written request to the Commission. Such a request shall be made within ten (10) days of receipt of the notification that he was an unsuccessful applicant.

11:05 Notwithstanding Section :01, first consideration for filling vacancies or new positions shall be given to persons on the re-employment list.

MEDICAL FITNESS

12:01 A physical examination by a duly qualified medical practitioner acceptable to the Commission is required:

a) for all employees in provincial institutions;

b) for any employee in respect of whom the employing autnority, in writing, requires a physical examination; and

c) for any employee who, in the opinion of the Commission, should be given a physical examination.

12:02 The Commission may, on the recommendation of the employing authority, or on its own initiative, require an employee to have a psychiatric examination and/or a physical examination.

12:03 A duly qualified medical practitioner giving a psychiatric or physical examination shall complete the forms required by the Regulations.

12:04 The cost of any examination referred to in :01 and :02 will be paid by the employing authority.

PROBATION

13:01 Subject to Section :08, every person appointed to a position shall be on probation for a period of six (6) months or for such longer period as may be established by the Commission. Such period shall not exceed twelve (12) months in total. Where a period of probation in excess of six (6) months has been established, the employee shall be notified of the length of the probation period.

13:02 Where an employee's probation period has been established for a period of less than twelve (12) months the Commission, upon the request of the department concerned, may approve an extension of the employee's probation period. Such extension when combined with the initial probation period shall not exceed twelve (12) months duration and the total shall be deemed to be the initial probation period.

13:03 An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.

13:04 Where an employee's probation period has been established for a period of twelve (12) months no extension may be approved by the Commission.

13:05 An employee who is rejected during the initial probation period may grieve the rejection at Step 3 of the grievance procedure within fifteen (15) working days from the date the employee received notice of the rejection. The Deputy Minister or his designate shall hold a hearing to discuss the grievance with the employee and his representative. The decision at Step 3 shall be final for such grievances.

13:06 Where an employee has been rejected during probation following a promotion within a department, upon such rejection the employing authority will relocate the employee to his former position or to a position comparable to his former position.

13:07 Where an employee has been rejected during probation following a promotion to another department, then

a) The Commission will place the employee on an employment availability list at the employee's previous classification for a period of one (1) year from the date of rejection.

b) During this period the Commission will endeavour to relocate the employee to the employee's former position or to a position comparable to the former position.

c) The employee may only grieve the rejection if the employee has not been relocated to the former position or offered a comparable position prior to the effective date of rejection. The grievance shall be initiated at Step 3 of the Grievance Procedure within twenty-five (25) working days from the effective date of rejection.

13:08 An employee shall not be required to serve a further probation period when:

a) the employee is promoted without competition as a result of reclassification of the employee's position;

b) the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities;

c) the employer initiates the transfer or demotion of an employee from one position to another for any reason.

13:09 Subject to Section :07, the rejection of an employee on probation is neither appealable nor arbitrable.

13:10 An employee who is being rejected during his probation period shall be provided with two (2) weeks' notice or payment in lieu thereof.

13:11 An employee who is temporarily appointed to another position on an acting basis is not considered to be on probation. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's probation period.

CONDUCT OF EMPLOYEES

14:01 Each employee shall observe standards of behaviour consistent with her function and role as a Civil Service employee and in compliance with the terms of this Agreement.

14:02 Where an employee is absent without leave for a period of two (2) weeks, the employee shall be considered to have abandoned her position and shall be deemed to have been terminated on the last day on which the employee was present at work and performed her regular duties.

14:03 Where an employee is habitually late or is absent during working hours without leave and fails to give satisfactory explanation for the lateness or absence, the head of the branch, division, or department concerned shall make a report to the employing authority who may take such disciplinary action, including suspension or dismissal, as is warranted.

PERFORMANCE APPRAISAL

15:01 Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

MERIT INCREASES

16:01 "Merit increase" means an increase in the rate of pay of an employee within the employee's pay range which may be granted in recognition of satisfactory service on the employee's anniversary date.

16:02 Subject to Section :03, the anniversary date of an employee is the first of the month which follows the date on which the employee is employed in a position in the Civil Service.

16:03 The anniversary date for an employee affected by the provision of Section 11 (3.1) of The Civil Service Act shall become the first day of the month that falls on or after the effective date of the promotion or transfer of the employee and the employee shall be eligible for the employee's next merit increase twelve (12) months from the anniversary date established in accordance with this section.

16:04 Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increase twelve (12) months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated one thousand and eight (1008) regular hours of work during that twelve (12) month period. If an employee has not accumulated one thousand and eight (1008) regular hours during that twelve (12) month period and as a result has not received a merit increase, the employee is eligible for a merit increase at the employee's next subsequent anniversary date twelve (12) months hence provided the employee has accumulated one thousand and eight (1008) regular hours during the preceding twenty-four (24) month period. In a similar manner an employee who has not accumulated one thousand and eight (1008) regular hours over the preceding twenty-four (24) month period is eligible for a merit increase at the employee's next anniversary date following the accumulation of one thousand and eight (1008) regular hours.

16:05 Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increase on the employee's anniversary date.

16:06 The effective date for an employee's merit increase shall be the first day of the bi-weekly pay period which includes the employee's anniversary date. An employee must be in the classification on the employee's anniversary date in order that the merit increase shall take effect at the beginning of the bi-weekly period that includes the said anniversary date.

16:07 Where a merit increase is not granted to an employee on the employee's anniversary date:

a) the employee shall be notified of the merit increase denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increase was denied;

b) the merit increase may be granted to the employee on any subsequent monthly anniversary date which is not less than three (3) months from the employee's anniversary date. The effective date for such a merit increase shall be the first day of the bi-weekly pay period which includes the subsequent monthly anniversary date referred to;

c) the employee may file a grievance at Step 2 of the grievance procedure. No grievance may be initiated where a merit increase is not granted to an employee under subsection (b);

d) the employee is eligible for a merit increase at the employee's next anniversary date notwithstanding that the employee was granted a merit increase under subsection (b).

16:08 A departmental employee hired prior to April 1, 1983 who does not have an established anniversary date by April 1, 1983 will have an anniversary date established as October 1, 1983.

16:09 Effective October 1, 1983 and applying to merit increases being granted on and after that date, eligibility for merit increases for departmental employees will be determined in accordance with Section :04.

DISCIPLINARY ACTION

17:01 An employee shall only be disciplined for just cause.

17:02 A hearing may be held with an employee prior to making a determination to suspend or dismiss an employee. The employee has the option to have a representative present.

17:03 Where a written report recommending disciplinary action is to be placed on an employee's file, the employee shall be given an opportunity to sign the report indicating he or she has read it. Upon signing the employee shall receive a copy of such a report.

17:04 Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall sign a copy only to acknowledge its receipt and shall retain a copy.

17:05 An employee may grieve any disciplinary action according to the Grievance Procedure. Grievances concerning demotion, suspension or dismissal shall be initiated at Step 3 of the Grievance Procedure.

17:06 The person or board to whom a grievance is made may:

a) uphold the disciplinary action; or

b) vary the disciplinary action; or

c) determine that no disciplinary action is warranted and remove any document pertaining to the disciplinary action from the employee's file(s).

17:07 No notice or payment in lieu thereof is required where an employee is dismissed.

RESIGNATIONS

18:01 Employees wishing to resign shall provide the employing authority with a written notice of resignation which shall specify the last day upon which an employee will perform her regular duties.

18:02 The effective date of a resignation shall be the last day upon which an employee is present at work and performs her regular duties.

18:03 Subject to Sections :04, :05, and :06, where the last day on which an employee who has submitted a notice of resignation performs her regular duties precedes a Friday which, but for the fact that a holiday falls thereon would be a regular working day, the employee shall be deemed to have voluntarily terminated her service on that Friday and shall be eligible for holiday pay for that Friday.

18:04 Subject to Subsection :06 employees shall give written notice of resignation at least two (2) weeks prior to the date on which the resignation is to be effective. Notice of resignation shorter than the required two (2) weeks may only be given with the approval of the employing authority.

18:05 An employee may, with the approval of the employing authority, withdraw the notice of resignation at any time before the resignation becomes effective.

18:06 Where the employment of an employee terminates at the end of a specific term of employment, or on the completion of a job for which the employee was specifically employed, no notice of resignation is required.

CONTRACTING OUT

19:01 The government will give all reasonable consideration to continued employment in the Civil Service of employees who would otherwise become redundant because work is contracted out.

19:02 Where work is to be contracted out which would result in the redundancy of employees in the bargaining unit, then the following procedure shall apply:

a) The government will provide the Association with one hundred and twenty (120) days' notice;

b) During the notice period the parties shall meet to facilitate potential retraining and/or re-deployment opportunities;

c) At the request of either party, the matter shall be discussed at Joint Council.

TECHNOLOGICAL CHANGE

20:01 The government and the Association recognize that technological change can offer significant improvements in the quality and quantity of government services provided to the public.

20:02 For purposes of this Article, technological change means the introduction of equipment or material into government operations which is likely to affect the security of employment of regular employees or departmental employees who are employed on a full-time, year-round basis.

20:03 The government agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.

20:04 Where the government intends to introduce technological change, the following procedure will be followed:

a) The government will provide the Association with one hundred and eighty (180) days' notice prior to the date the change is to be effective;

b) During this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected;

c) Where retraining is to be provided, it shall be provided during the employees' normal working hours where possible;

d) At the request of either party, an on-site technological change implementation committee shall be established at the work location(s) affected. The Committee will consist of two (2) worker representatives and two (2) management representatives. The role of the Committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.

20:05 The provisions of this Article are intended to assist employees affected by technological change and sections 72, 73 and 74 of The Labour Relations Act do not apply during the term of this Agreement.

CHANGE OF WORK HEADQUARTERS

21:01 Where, as a result of a reorganization of a Department or part of a Department an employee's work headquarters is moved from one city or town to another city or town requiring a change of residence by the employee, the employee shall be given notice of the move ninety (90) days in advance of the date upon which the move of the employee is to be effected. Such notice shall be provided in writing to the employee by the employing authority.

21:02 Where an employee has accepted relocation involving a change in residence by the employee, the employee shall be reimbursed for expenses incurred due to the relocation in accordance with existing policy respecting "Expenses of Removal on Transfer".

21:03 Where such notice has been given to an employee and the employee is unable to relocate, every reasonable effort will be made to place the employee in another suitable position within the Civil Service.

21:04 Where an employee with three (3) or more years of continuous service is unable to relocate, the employee shall be subject to lay-off. If the employee has not been offered another suitable position within one (1) year from the date of lay-off the employee shall be permanently laid-off and shall be eligible for severance pay in accordance with Article 23 - Severance Pay.

21:05 For purposes of interpretation of this Article, where the term "suitable position" is used it means a position which the employee is reasonably qualified for and able to perform and which is in a location that would not require a change of residence by the employee.

LAY-OFF

22:01 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a Department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.

22:02 Subject to this Article, the employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.

22:03 The group of employees concerned shall then be divided, where applicable, into three (3) subgroups as follows:

Subgroup (1) - term employees with two (2) or more years of continuous service;

Subgroup (2) - regular employees and non-seasonal departmental employees, with less than four (4) years of continuous service;

Subgroup (3) - regular employees and non-seasonal departmental employees, with four (4) or more years of continuous service.

22:04 Within the group of employees concerned, lay-offs shall take place in descending subgroup order. In determining the order of lay-off within a subgroup, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.

22:05 An employee in subgroup (3) shall not be laid-off while there are employees in subgroups (1) and (2) in the same classification within the department. This provision is subject to the employee having the qualifications and ability to perform the duties which the remaining employees will be required to perform.

22:06 When there are no employees in subgroups (1) and (2), employees in subgroup (3) may be laid-off. In this case, the group of employees concerned shall be all employees in the same classification within the department.

22:07 Where the lay-off(s) of employee(s) in subgroup (3) is necessary, the employing authority shall provide the Association with written notice not less than forty (40) days prior to the date of lay-off(s). The parties shall then meet to discuss the steps to be taken to assist the employees affected.

22:08 Except where specifically provided, this Article does not apply to the lay-off of:

a) term employees at the end of a specific term of employment;

b) term employees with less than two (2) years of continuous service.

22:09 Where an employing authority is laying off an employee, notice of lay-off or pay in lieu thereof will be given in accordance with the following:

a) Where a term employee is being laid-off at the end of a specific term of employment or after completion of a job for which she was specifically employed, no notice of lay-off is required.

b) Four weeks' notice will be provided to
   i) regular employees;
   ii) non-seasonal departmental employees;
   iii) term employees with one (1) or more years of continuous service.

c) Two weeks' notice will be provided to term employees with less than one (1) year of continuous service.

22:10 The Association will be provided a copy of lay-off notices issued to:
a) regular employees;
b) non-seasonal departmental employees;
c) term employees with two (2) or more years of continuous service.

22:11 For purposes of this Article, "regular employee(s)" refers to full-time and part-time employee(s) and "term employee(s)" refers to full-time and part-time employee(s).

22:12 Term employees with less than two (2) years of continuous service shall be considered for lay-off prior to the lay-off of employees in the subgroups specified in Section: 03.

22:13 Where employees have been laid-off, the department shall not use casual employees to do the work of the laid-off employees except:

a) where the laid-off employees are not available for work; or
b) in emergency situations.

22:14 Where an employee, including a term employee, alleges that his or her lay-off has not been in accordance with this Agreement, the Grievance Procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the third step of the procedure.

22:15 For purposes of this Article, "qualifications" refers to education, knowledge, training, skills, experience, aptitude, and competence. "Ability" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications, and ability to perform the duties which the remaining employees will be required to perform.

22:16 Where the temporary lay-off of an employee in subgroup (3) is necessary, Sections 05, 06 and 07 do not apply. For purposes of this Section a temporary lay-off is defined as less than three (3) months duration. Employees shall return to their positions upon expiry of such lay-off. This section applies only to situations identified in separate Memoranda of Agreement between the parties.

22:17 Employees who are laid-off shall be placed on a re-employment list for a period of twelve (12) months from the effective date of the lay-off.

22:18 The Civil Service Commission shall maintain a re-employment list for all employees covered by this Article who are laid-off on other than a temporary basis. A copy will be provided to the Association on request.

22:19 Employees who are placed on a re-employment list shall be called back to their positions in reverse order of lay-off in the classification from which the employee was laid-off.

22:20 An employee who is on the re-employment list must:

a) report any change of address to her department without delay;

b) if called back, respond to the call-back within seven (7) days of receipt of notification of call-back. Notice of recall shall be made by registered mail to the last known address filed by the employee;

c) return to work within fourteen (14) days of receipt of notification of call-back or such other date as may be agreed upon between the employee and the department;

d) except for good and sufficient reasons, accept a call-back in accordance with this Section or be deemed to have resigned.

22:21 A term employee who has been employed in the same position for one (1) or more years of continuous service and who is laid off or whose term expires shall be placed on an employment availability list by the department for a period of one (1) year. During this period, the employee shall be considered for re-employment to the position if it is to be refilled.

22:22 Employees on a re-employment list may be offered re-employment to other positions within the service.

22:23 An employee who accepts another position may be placed on a trial period of not more than six (6) months duration. An employee who is found to be unsuitable during this trial period will be returned to the appropriate re-employment list for the greater of six (6) months or the remainder of the employee's twelve (12) month period on the re-employment list. An employee found to be unsuitable may grieve the decision commencing at Step 3 of the Grievance Procedure. The decision at Step 3 may be appealed to the Civil Service Commission. The decision of the Commission is final for such grievances.

22:24 If a regular employee accepts a term position as a result of re-employment, the employee's status as a regular employee shall be maintained. On the expiry of the term, the employee will be permanently laid-off, or remain on the re-employment list for the remainder of the twelve (12) month period if applicable.

22:25 For purposes of this Article, a "non-seasonal" departmental employee is an employee who has been employed by the Department concerned for four (4) or more years of continuous service, on a full-time, year-round basis with no break in service involving involuntary lay-off of the employee.

SEVERANCE PAY

23:01 Employees with nine (9) or more years of continuous employment whose services are terminated as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, or death, shall be paid, or to the employee's estate in the event of death, severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. (Example: 10 years, 8 complete months of continuous service equals 10 8/12 years of continuous service for purposes of calculation.)

23:02 Where an employee in his ninth (9th) year of continuous service fails to complete nine (9) years' continuous service as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act or death, the employee shall be paid, or to the employee's estate in the event of death, severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in his ninth (9th) year divided by twelve (12) months .

23:03 Employees with three (3) or more years of continuous employment whose services are terminated as a result of permanent lay-off shall be paid severance pay in the amount of one week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-two (22) weeks' pay.

23:04 Where an employee in his third (3rd) year of continuous service fails to complete three (3) years' continuous service as a result of permanent lay-off, the employee shall be paid severance pay on the basis of three (3) weeks' pay multiplied by the factor of the number of complete months service completed in his third (3rd) year divided by twelve (12) months.

23:05 The rate of pay referred to in this Article shall be determined on the basis of the last regular bi-weekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent lay-off, or death. Subject to section :07, the rate of pay for hourly rated employees shall be determined on the basis of the applicable work week, either thirty-six and one-quarter (36 1/4) or forty (40) hours per week.

23:06 In the case of employees eligible for severance pay who are on stand-by or temporary lay-off at the time of retirement, permanent lay-off or death, the weekly hours shall be, subject to Section :07, the normal weekly hours of work in effect for the classification of the employees at the time of the retirement, permanent lay-off or death.

23:07 In the case of hourly paid employees whose total weekly hours of work vary between summer and winter, the severance pay to be paid shall be based on an average of the normal hours of work over the fiscal year.

HOLIDAYS

24:01 a) The following holidays shall be observed in the Civil Service:

i) New Year's Day
ii) Good Friday
iii) Easter Monday
iv) Victoria Day
v) Dominion Day
vi) Civic Holiday
vii) Labour Day
viii) Thanksgiving Day
ix) Remembrance Day
x) Christmas Day
xi) Boxing Day
xii) Any other holiday proclaimed by Federal or Provincial Statute

b) For calculation purposes holidays shall be observed as indicated below:

i) For all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. For purposes of this Article, a shift employee is one whose regular work week is not Monday to Friday inclusive.

ii) For all non-shift employees, where any of the holidays fall on a Saturday the first preceding working day shall be observed as the holiday in lieu thereof. Where any of the holidays fall on a Sunday the first working day following the holiday shall be observed as the holiday in lieu thereof.

24:02

a) All government offices shall be closed at one o'clock in the afternoon on December 24th when that day falls on Monday through Friday. This day shall be considered a full working day for purposes of calculation.

b) Where the employing authority requires an employee to work a regular work day on December 24th when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half (1/2) day of compensatory leave with pay to a maximum of four (4) hours.

24:03 An employee is entitled to her regular pay for a holiday on which the employee does not work provided the employee:

a) did not fail to report for work after having been scheduled to work on the day of the holiday;

b) has not absented herself from work without the consent of the employing authority on the regular working day immediately preceding or following the holiday unless the absence is by reason of established illness.

24:04 Notwithstanding :03(b) an employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive her regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday.

24:05 If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03 does work on the holiday, the employee shall be paid wages equivalent to one and one-half (1 1/2) times her regular rate for the time worked on that day.

24:06 Subject to Section :08, and subject to the call-out provisions as provided in the Component Sub-Agreements, an employee who is required to work on the holiday when it is observed on the employee's day of rest shall receive, in addition to the regular holiday pay to which the employee may be entitled:

a) if the employee is eligible for premium overtime, overtime compensation based on double time (2x) the employee's regular rate of pay for all overtime worked on the holiday. Such overtime compensation is in lieu of the overtime compensation to which the employee would otherwise be eligible in the appropriate Component Sub-Agreement;

b) if the employee is not eligible for premium overtime, compensation based on time and one half (1 1/2x) the employee's regular rate of pay for all overtime worked on the holiday. Such compensation is in lieu of the compensation to which an employee would otherwise be eligible in the appropriate Component Sub-Agreement.

24:07 Subject to Section :03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holidav.

24:08

a) A shift employee who is entitled to pay for a holiday and who works on a holiday when it is the employee's regularly scheduled working day shall, in addition to the regular pay, be compensated at the rate of time and one-half (1 1/2x) for all regular hours worked on the holiday, or be granted compensatory leave for such hours worked at the rate of one and one-half (1 1/2) hours for each additional hour worked. Shift employees shall be entitled to add to their regular annual vacation a maximum of five (5) days accumulated compensatory leave, and any additional compensatory leave shall be granted at the discretion of the employing authority. Any overtime hours worked on the holiday shall be compensated on the same basis as set out in Section :06(a) or (b).

b) Subject to subsection :08(c), the accumulated compensatory leave referred to in subsection :08(a) above, shall be taken in the vacation year in which it is earned.

c) The employing authority may allow accumulated compensatory leave in lieu of statutory holidays to be carried forward to the next vacation year.

d) In the event that an employee is terminated, the accumulated compensatory leave in lieu of statutory holidays shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.

24:09 An employee who leaves the service, shall receive pay in lieu of the compensatory leave that has not been granted.

24:10 Where a holiday falls within the vacation period of an employee, one (1) additional working day shall be added to the employee's vacation entitlement in lieu of the statutory holiday.

VACATION

25:01 For purposes of this Agreement, a vacation year is the period beginning on the first day of April and ending on the thirty-first day of March next following.

25:02 Employees shall earn vacation leave credits on the following basis:

(a) Employees who have completed less than two (2) years service, one and one-quarter (1 1/4) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned;

(b) Commencing from the beginning of the vacation year in which two (2) years of service will be completed, one and two-thirds (1 2/3) working days per complete month of service in each vacation year to be taken in the year in which three (3) years of service are completed and yearly thereafter;

c) Commencing from the beginning of the vacation year in which nine (9) years of service will be completed, two and one-twelfth (2 1/12) working days per complete month of service in each vacation year to be taken in the year in which ten (10) years of service are completed and yearly thereafter;

d) Commencing from the beginning of the vacation year in which nineteen (19) years of service will be completed, two and one-half (2 1/2) working days per complete month of service in each vacation year to be taken in the year in which twenty (20) years of service are completed and yearly thereafter;

(e) Notwithstanding subsections (a), (b), (c) and (d), employees terminating in their second (2nd) year of service shall have their vacation leave credits cashed-out at the rate of one and one-quarter (1 1/4) days per complete month of service and employees terminating in their ninth (9th) year of service shall have their vacation leave credits cashed-out at the rate of one and two-thirds (1 2/3) days per complete month of service, and employees terminating in their nineteenth (19th) year of service shall have their vacation leave credits cashed-out at the rate of two and one-twelfth (2 1/12) days per complete month of service.

25:03 Such vacation will be pro-rated for seasonal departmental employees on the basis of the applicable rate as set out in Section :02 for each period of regular hours worked, exclusive of overtime, equivalent to one hundred and sixty-eight (168) hours or twenty-one (21) working days. No credits will be given for any pay periods for which the employee was granted vacation pay.

25:04 The rate of pay for vacation time for daily and hourly paid departmental employees shall be, in general, the current rate for that type of work which the employee would have been doing had the employee not been on vacation, as determined by the supervisor. Where the type of work and/or rate of pay could be expected to vary during the period of vacation, the rate or rates of pay for vacation may also vary, with their distribution during the period being according to the judgement of the supervisor, having in mind the employee's immediately preceding similar period of employment and/or the rate distribution of the substitute employee during the employee's vacation, etc.

25:05 An employee appointed on the first working day of the month shall accumulate vacation credits from that date. An employee appointed on any working day other than the first working day of the month shall accumulate vacation credits from the first of the month following the date of employment.

25:06 When computing vacation leave:

a) any fraction of a day equal to or greater than one-half (1/2) shall be computed as a half day; and

b) any fraction of a day less than one-half (1/2) shall be computed as nothing.

25:07

a) With the exception of the conditions referred to in subsection (b), vacation leave may not be taken in advance of when it is earned.

b) With the approval of the employing authority, vacation leave up to a maximum of five (5) working days may be granted in advance to an employee in his first twelve (12) months of service.

c) Where operational requirements permit, vacation leave may be taken subject to the approval of the employing authority.

d) The employing authority may authorize vacation to commence on any day.

e) Subject to subsections (b) and (f), vacation leave shall be taken in the vacation year following the vacation year in which it is earned.

f) The employing authority may authorize that vacation leave be carried forward to the next following year to supplement the vacation period in that year, but in no case will a vacation carry-over be allowed which comprises more than one previous year's vacation entitlement.

g) The employing authority may authorize an employee to take vacation leave in two (2) or more periods.

h) An employing authority, if it finds it necessary, may require an employee to take vacation leave in two (2) or more periods. Normally any such periods shall not be less than one (1) week in length.

25:08 Where an employing authority has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee, the employing authority may authorize payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions. An employee whose vacation leave has been restricted may, in lieu of receiving such pay, elect to carry over such vacation leave to the following year.

25:09 Subject to the requirements of personnel in a branch of a department, vacation leave shall be rotated regardless of seniority of employment.

25:10 Where for any reason other than death, an employee leaves the service after having been granted more vacation leave than the employee has earned in accordance with this Agreement, the employee shall repay to the government all salary paid for such excess period of leave.

25:11 Where an employee dies, the employee's estate shall receive the employee's accumulated vacation credits.

25:12 Where an employee is moved from one department to another, the employee's accumulated vacation leave is a charge against the department to which the employee is moved unless the department to which the employee is moved requires the employee to take the accumulated vacation leave before the date of the move.

25:13 Where an employee is absent on leave without pay for a period of one (1) month or a portion thereof greater than one-half (1/2), vacation leave credits shall no longer accumulate.

25:14 Medical Technologists who train in provincial laboratories of the Department of Health shall, for the purpose of long service vacation entitlement, be credited with time spent training in such provincial laboratories provided that they become employed with the department within two (2) years from the date they successfully completed such training.

SICK LEAVE

26:01 It is agreed by both parties that earned sick leave entitlement shall be granted by the Commission where an employee is unable to be at work and perform her regular duties as a result of illness or injury.

26:02 The sick leave to which an employee is entitled shall accumulate:

(a) during the first four (4) years of service at the rate of one-half (1/2) working day per bi-weekly pay period; and

(b) after the first four (4) years of service, at the rate of one (1) working day per bi-weekly pay period.

26:03 Sick leave shall be earned by daily and hourly paid departmental employees pro-rated on the basis of total accumulated service and regular hours worked, exclusive of overtime (i.e. 80 hours = 10 days = 1 bi-weekly pay period).

26:04 Sick leave with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on sick leave.

26:05 Subject to Sections :06 and :07, sick leave shall not accumulate beyond two hundred and eight (208) working days.

26:06 The Commission, at the request of the employing authority, may grant, in addition to the sick leave accumulated under this Agreement:

a) to an employee who has been employed for not less than ten (10) years but less than fifteen (15) years, and who has been granted not more than two hundred and eight (208) working days of sick leave with pay during her years of service, an additional period of sick leave with pay, which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and twenty eight (228) working days;

b) to an employee who has been employed for not less than fifteen (15) years but less than twenty (20) years, and who has been granted not more than two hundred and twenty eight (228) working days of sick leave during her years of service, an additional period of sick leave with pay which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and fifty-six (256) working days; and

c) to an employee who has been employed for not less twenty (20) years and who has been granted not more than two hundred and fifty-six (256) working days of sick leave during her years of service, an additional period of sick leave with pay which additional leave will increase the total sick leave for all the employee's years of service to not more than two hundred and ninety-six (296) working days.

26:07 With the approval of the Lieutenant-Governor-in-Council, additional sick leave with pay may be granted over and above an employee's accumulated sick leave and additional sick leave granted under Section :06.

26:08 An employee who has been absent on sick leave with pay, upon returning to work, shall continue to accumulate sick leave up to a maximum of two hundred and eight (208) working days in accordance with Sections :02 and :03.

26:09 An employee appointed on the first working day of a bi-weekly pay period shall be eligible to accumulate sick leave credits from that date. An employee appointed on any date other than the first working day of a bi-weekly pay period shall be eligible to accumulate sick leave credits from the first full bi-weekly pay period following the date of appointment.

26:10 A new employee may be granted sick leave in advance of it being earned during the first six (6) months of service, provided that the amount advanced, when combined with credits already accumulated, does not exceed five (5) working days. If an employee who has used more sick leave than has been earned has her services terminated for a reason other than lay-off or death, the salary over-payment resulting from the use of unearned sick leave shall be recovered by the government.

26:11 Sick leave shall not accumulate during periods when an employee is:

a) absent on sick leave and/or absent on Workers' Compensation for a period of more than ten (10) consecutive working days; or

b) absent without leave; or

c) absent on leave of absence without pay.

Subsections (b) and (c) to apply where the period of absence is greater than one-half (1/2) of the bi-weekly period.

26:12 Medical Technologists who train in provincial laboratories of the Department of Health shall, if upon completion of their training they become employed with the Department as qualified technologists, be credited with sick leave accumulated in accordance with Section :02 during their training period in the provincial laboratory.

26:13 Where an employee is to be absent because of illness, the employee shall endeavour to notify her immediate supervisor of the absence due to illness at least one hour (1) prior to and not more than thirty (30) minutes after the normal hour of beginning work, or as soon thereafter as the means of communication permit.

26:14 An employee who has been absent because of sickness for a period of more than three (3) consecutive working days shall furnish, when requested by the Commission and/or the employing authority, at any time during or after this period of sickness, a medical certificate or sworn statutory declaration certifying that the employee is or was unable to be present at work because of the illness. Where an employee fails to produce a medical certificate or statutory declaration acceptable to the Commission and/or the employing authority, the employee shall not be entitled to be paid for the period of absence.

26:15 An employee who has been absent because of sickness for a period of three (3) working days or less may be required to furnish, when requested by the Commission and/or the employing authority, either a medical certificate or a sworn statutory declaration as required under Section :14. Failure to produce a certificate or statutory declaration acceptable to the Commission and/or the employing authority will result in a loss of pay for the period of absence.

26:16 Where an employee has been absent for a period of three (3) working days or less because of sickness, the employee shall complete and submit a return on a form as required by the Regulations.

26:17 Where an employee becomes ill during the period of the employee's scheduled annual vacation, the employing authority may grant sick leave and credit the employee with alternate days vacation equivalent to the number of days approved sick leave providing the illness is over three (3) days and may require hospitalization. The employee will be responsible to provide proof of illness and/or hospitalization satisfactory to the employing authority. The application of this clause to employees subject to the vacation provision outlined in Article 7 of the Education Component Sub-Agreement, shall be to a maximum of ten (10) working days.

WORKERS' COMPENSATION

27:01 When an employee is unable to work and is in receipt of Workers' Compensation allowance as a result of an injury incurred in the course of his duties, the employee may elect to be paid an additional amount which, when combined with the compensation allowance, shall ensure the maintenance of gross salary. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of Workers' Compensation allowances, and such additional payments shall be payable until the employee's accrued sick leave credits have been exhausted.

27:02 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers' Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the injury or disability occurred.

27:03 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.

27:04 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the department if it is not covered by a medical plan.

COMPASSIONATE LEAVE

28:01 An employee shall be entitled to compassionate leave of three (3) working days without loss of salary in the event of the death of a member of an employee's immediate family. Immediate family is defined as father, mother, brother, sister, spouse, child or ward of the employee, or relative permanently residing in the employee's household or with whom the employee permanently resides .

28:02 An employee shall be entitled to compassionate leave of one (1) working day without loss of salary in the event of the death of an employee's grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, mother-in-law, father-in-law, aunt, uncle, or grandchild.

28:03 An employee who is entitled to Compassionate Leave under Section 01 and 02 during her vacation leave shall receive vacation credits equal to the number of days of Compassionate Leave granted .

28:04 Provided an employee has not received compassionate leave for the death in question, an employee shall be entitled to compassionate leave up to a maximum of one (1) day without loss of salary for attending a funeral as a pallbearer.

28:05 An employee shall be entitled to additional compassionate or special leave up to a maximum of two (2) days without loss of salary, requested for the purpose of attending a funeral at a distance.

28:06 For other purposes, such as dangerous illness in the immediate family, an employee shall be entitled to leave with pay up to a maximum accumulation of five (5) days in each fiscal year to be granted on the recommendation of the employing authority and charged against the employee's sick leave credits.

PATERNITY LEAVE

29:01 A male employee shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of his child. At the employee's option, such leave shall be granted on the day of, or the day following the birth of his child, or the day of his wife's admission to, or discharge from hospital.

MATERNITY LEAVE

30:01 An employee who qualifies for Maternity Leave may apply for such leave in accordance with either Plan A or Plan B but not both.

PLAN A

30:02 In order to qualify for Plan A, a pregnant employee must:

a) have completed nine (9) continuous months of employment for or with the government;

b) submit to the employing authority an application in writing for leave under Plan A at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and

c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

30:03 An employee who qualifies is entitled to and shall be granted Maternity Leave without pay consisting of:

a) a period not exceeding twenty (20) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :02(c); or

b) a period of twenty (20) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :02(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

c) The Commission may vary the length of Maternity Leave upon proper certification by the attending physician, and recommendation by the employing authority.

30:04

a) An employee who has been granted Maternity Leave shall be permitted to apply up to a maximum of ten (10) days of her accumulated sick leave against the Unemployment Insurance waiting period.

b) Should the employee not return to work following her Maternity Leave for a period of employment sufficient to allow for reaccumulation of the number of sick days granted under subsection (a), the employee shall compensate the employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

PLAN B

30:05 Effective the latter of:

a) the bi-weekly pay period following the date of signing; or

b) the date a Supplementary Unemployment Benefit Plan (SUB) is approved for implementation by the Canada Employment and Immigration Commission (C.E.I.C.)

and limited to Maternity Leaves commencing on or after that date, the provisions of Plan B will come into effect.

30:06 In order to qualify for Plan B a pregnant employee must:

a) have completed nine (9) continuous months of employment for or with the government;

b) submit to the employing authority an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;

c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;

d) provide the employing authority with proof that she has applied for Unemployment Insurance benefits and that the C.E.I.C. has agreed that the employee has qualified for and is entitled to such Unemployment Insurance benefits pursuant to Section 30, Unemployment Insurance Act, 1971.

30:07 An applicant for Maternity Leave under Plan B must sign an agreement with the employing authority providing that:

a) she will return to work and remain in the employ of the government on a full time basis for at least six (6) months following her return to work; and

b) she will return to work on the date of the expiry of her Maternity Leave unless this date is modified by the employing authority; and

c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the government for the full amount of pay received from the government as a maternity allowance during her entire period of Maternity Leave.

30:08 At the employee's request and with the recommendation of the employing authority, the Commission may authorize an employee who has received Maternity Leave under Plan B to return to work on a part-time basis for a period of twelve (12) months.

30:09 An employee who qualifies is entitled to a Maternity Leave consisting of:

a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :06(c); or

b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :06(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

c) The Commission may vary the length of Maternity Leave upon proper certification by the attending physician, and recommendation by the employing authority.

30:10 During the period of Maternity Leave, an employee who qualifies is entitled to a Maternity Leave allowance in accordance with the SUB plan as follows:

a) for the first two (2) weeks an employee shall receive 93% of her weekly rate of pay;

b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Unemployment Insurance benefits the employee is eligible to receive and 93% of her weekly rate of pay;

c) all other time as may be provided under Section :09 shall be on a leave without pay basis.

30:11 Plan B does not apply to term or part-time employees or employees who normally are subject to seasonal lay-off.

30:12 During the period of Maternity Leave, benefits will not accrue. However, the period of Maternity Leave will count as service towards eligibility for long service vacation and long service sick leave entitlement. The application of this Section is limited to Maternity Leaves commencing on and after September 29, 1984.

30:13 Where an employee's anniversary date falls during the period of Maternity Leave under Plan A or B, the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.

30:14 Sections 34(1.1) through 34(1.9) inclusive of The Employment Standards Act respecting Maternity Leave shall apply "mutatis mutandis".

ADOPTIVE PARENT LEAVE

31:01 Upon written request to the employing authority, an employee who is adopting a child, may be granted leave without pay up to a maximum of seventeen (17) weeks, to commence immediately following the date of the adoption. The employee may be required to furnish proof of adoption.

31:02 An employee shall be granted one (1) day's leave with pay to attend to needs directly related to the adoption of the child. At the employee's option such leave shall be granted on the day of, or the day following the adoption.

BRIDGING OF SERVICE

32:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children, and is re-employed, upon written notification to the employing authority shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation entitlement benefits as defined in this Agreement and based on service seniority.

The following conditions shall apply:

a) the employee must have accumulated at least four (4) years of continuous service at the time of resigning;
b) the resignation itself must indicate the reason for resigning;
c) the break in service shall be for no longer than six (6) years , and during that time the employee must not have been engaged in remunerative employment for more than three (3) months;

d) the previous length of service shall not be reinstated until successful completion of the probationary period;

e) upon successful completion of the probationary period, the employee will be credited with the accumulated sick leave credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

LOSS OF OR DAMAGE TO PERSONAL EFFECTS

33:01

a) Where an employee who is employed in a provincial institution, because of the action of an inmate of that provincial institution, suffers damage to, or loss of, eye-glasses, false teeth, a watch or other personal effects usually carried with or worn by the employee in the performance of the employee's duties including clothing but not including underwear, the employee shall be reimbursed at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three (3) months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be at 75% of the replacement cost.

b) Where a workshop operated by the Province is available to make repairs to personal effects damaged as mentioned in subsection (a), the repairs shall be made in the workshop at no cost to the employee. Costs of other repair shall be reimbursed to the employee.

c) All incidents of loss of, or damage to personal effects as mentioned in subsection (a), shall be reported in writing by the employee whose personal effects are lost or damaged to the Superintendent of the provincial institution within twenty-four (24) hours of the incident.

d) Each incident respecting loss of, or damage to, personal effects as mentioned in subsection (a) shall be assessed separately, and the Superintendent of the provincial institution shall recommend the amount of compensation that should, in his opinion, be paid in respect of each incident.

33:02 a) Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.

b) Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work.

c) Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools, equipment or personal effects may be made under this subsection except where such tools, equipment or personal effects are handed over or delivered to a supervisor or responsible officer where this is practical and the receipt thereof is acknowledged by the officer.

d) Where employees are required to provide, commandeer or "rent without fee" from any person or firm, tools, equipment or personal effects which are to be used in the course of their employment and which are not readily available from government sources, claims for compensation may be made for the loss or theft or damage to such tools, equipment or personal effects.

e) No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft of or damage to his tools, equipment or personal effects, or for luxury items.

f) Every claim for compensation made pursuant to subsections (a), (b), (c), and (d) will be considered by the employing authority, who will submit his recommendations to the Commission for approval, and the claim shall indicate:

- i) the name of the claimant, position classification, normal place of work and type of work the position entails;
- ii) identification as to category - loss, theft, damage - and full particulars as to when, and how the loss, theft or damage took place, with any other relevant particulars;
- iii) justification for the claim in accordance with subsection (a), (b), (c) or (d) of this section;
- iv) a certification by the claimant that all items lost, stolen or damaged are not covered by any form of insurance.

g) Payment of claims approved by the Commission shall be paid at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three (3) months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be limited to the cost of repair, or, on the basis of 75% of the replacement cost, including Provincial Sales Tax where necessary.

REMOTENESS ALLOWANCE

34:01 The government shall provide Remoteness Allowances as shown in Appendix "B" which is attached hereto and which forms part of this Agreement.

DENTAL PLAN

35:01 The parties agree to the continuation of the dental services plan with such changes as agreed upon in a separate Memorandum of Agreement.

HEALTH AND SAFETY

36:01 The government and the Association recognize that safety, accident prevention and the preservation of health are of primary importance in all civil service operations and that these activities require the combined efforts of the government, employees, and the Association.

36:02 The government will continue to provide its employees with safe working conditions, equipment and materials, and will continue to ensure that all reasonable precautions are taken.

36:03 The Association will continue to make every effort to obtain the cooperation of each employee within the bargaining unit in the observation of all reasonable safety rules, practices and procedures.

36:04 Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect his or her safety and health and the safety and health of any other persons who may be affected by his or her acts or omissions at work.

36:05 The parties recognize the importance of establishing Workplace Health and Safety Committees to enhance the ability of employees and managers to resolve health and safety concerns.

It is recognized that the initiative in requesting the establishment of a Workplace Health and Safety Committee may come from management of the Department and/or the employees in the workplace and/or the Association.

36:06 The parties agree to the establishment of Workplace Health and Safety Committees in workplaces where it is deemed necessary having regard for:

a) the number of employees in the workplace;
b) the type of work performed in the workplace and the degree of hazard involved;
c) the complexity of the workplace operations, and the size, location and nature of the workplace.

36:07 Where it is not deemed appropriate to establish a Workplace Health and Safety Committee in a workplace the parties may agree to the designation of a Workplace Health and Safety representative who may, in conjunction with a management representative, perform the duties of a committee.

36:08 Where it is deemed appropriate to establish a Workplace Health and Safety Committee in a workplace, the following shall apply:

a) The size of the committee shall be determined taking into account the factors listed in Section :06. The number of employee representatives should not be less than two (2) or more than six (6). The number of management representatives may be less than or equal to the number of employee representatives on a committee.

b) Each party shall elect or appoint its representatives to a committee freely and without interference.

c) Committee members shall have a term of office of one (1) year and members are eligible for re-election or re-appointment.

d) Committees shall have two (2) co-chairpersons, one (1) chosen by and from the management representatives and one (1) chosen by and from the employee representatives. The co-chairpersons shall alternate the function of chairing the meetings of the committee and may participate fully in the deliberations and discussions of the committee.

e) Committees shall meet regularly at intervals to be determined by the committee but normally not less than once in each calendar quarter.

f) Except for the calling of special meetings, there shall be at least seventy-two (72) hours prior notice of the calling of committee meetings.

g) Efforts should be made to schedule committee meetings, functions or duties during the employees' work time but if this is not possible meetings may be held during an employee's off duty hours. Employee representatives who are members of a Workplace Health and Safety Committee and who are scheduled to meet during off duty hours shall be compensated at straight time rates or at the employee's option be granted time off in lieu for time spent in such meetings, functions or duties.

h) The quorum for meetings shall consist of one-half (1/2) of the management members and one-half (1/2) of the employee members.

i) Each Department shall provide a prominent place where information relating to health and safety subjects may be posted. Information posted shall include:
   - i) the names of all committee members and their terms of office;
   - ii) the scheduled meeting dates of the committee;
   - iii) the agenda for each meeting;
   - iv) the minutes of the previous meeting;
   - v) informational and educational materials which have specific relevance to the safety and health of employees in that workplace.

j) Minutes of all committee meetings are required. Minutes shall consist of matters relating to the receipt and disposition of safety and health concerns. The minutes shall be signed by both chairpersons. Where there is disagreement as to the accuracy or content, either party may so note the disagreement and place their comments on the minutes prior to signing. When the minutes are signed by both co-chairpersons, the management co-chairperson shall retain the original for the records of the committee, forward a copy to the Workplace Safety and Health Division, post a copy as provided in Subsection (i) above and forward a copy to members of the committee.

k) Any material addressed to the committee shall be distributed as soon as practicable by the person receiving same to the other committee members.

36:09 The objectives of Workplace Health and Safety Committees include:

a) assisting employees to identify, record, examine, evaluate and resolve health and safety concerns in the workplace;

b) developing practical procedures and conditions to help achieve health and safety in the workplace;

c) promoting education and training programs to develop detailed knowledge of health and safety concerns and responsibilities in each individual workplace.

36:10 The parties agree to the establishment of a Central Workplace Health and Safety Committee to be composed of two (2) members appointed by each party. The government agrees that one (1) of the members appointed by the Association shall be on a time off with pay basis. The sole purpose of the Committee shall be to:

a) assist in the establishment of Workplace Health and Safety Committees where employees in more than one (1) department are involved and/or where a complex workplace exists;

b) assist in resolving disputes as to the establishment of a committee or the number of representatives to be placed on a committee.

36:11 Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.

36:12

a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to his or her safety or health in the performance of his or her work, the employee shall report that condition to his or her supervisor.

b) The supervisor upon being notified under (a) above shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a health and safety committee at the workplace, the co-chairpersons may be asked to participate.

c) If the employee is unsatisfied with the supervisor's decision or if the supervisor refuses to inspect the condition, the employee shall contact, in writing or by telephone, the Workplace Health and Safety Division without delay.

d) If the employee refuses to work because of his or her belief that the condition is dangerous, the employee must be available to perform other work assigned.

36:13 Where an employee has refused to perform work in accordance with Section :12, no other employee shall be assigned the particular work unless such employee is notified of the refusal and the reasons for the refusal, if known.

36:14 Nothing in this Article prevents the doing of any work or thing that may be necessary in order to remedy the dangerous condition described in Sections :11 and :12.

36:15 Disciplinary action shall not be taken against an employee solely for the reason that the employee:

a) made a report under Section :12; and
b) refused to work or continue to work under the conditions described under Section :12 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to his or her safety or health.

36:16 Where an employee wilfully takes unfair advantage of the provisions described in Section :12, the employee may be subject to disciplinary action up to and including suspension or dismissal.

UNIFORMS AND PROTECTIVE CLOTHING

37:01 Where the employer determines that uniforms and protective clothing are required in the performance of the employee's duties, such uniforms and protective clothing shall be provided to the employee.

37:02 Where uniforms and protective clothing are supplied, the employer agrees to furnish, replace or repair such clothing when damaged in the performance of the employee's duties.

37:03 Where an employee is required, as a condition of employment , to provide and wear approved safety footwear during the course of his regular duties the employee will be eligible for an allowance of twenty-five ($25.00) dollars once per fiscal year to help offset the cost to the employee of purchasing approved safety footwear. The allowance will be paid under the following conditions:

a) the safety footwear purchased must be approved by the Canadian Standards Association (CSA); and
b) satisfactory proof of purchase must be provided by the employee; and
c) the employee must have purchased safety footwear specifically for his employment with the government; and
d) to be eligible to receive the allowance an employee must work five (5) consecutive work days;
e) The allowance set out in this Section shall be increased in accordance with the following:
   (i) effective April 1, 1988 increase from $25.00 to $35.00;
   (ii) effective April 1, 1989 increase from $35.00 to $45.00;
   (iii) effective April 1, 1990 increase from $45.00 to $55.00.

37:04 The policy on Uniforms and Protective Clothing as specified in the General Manual of Administration shall be applicable to this Agreement. Where the provisions of the General Manual of Administration conflict with this Article, this Article shall prevail.

37:05 Notwithstanding any other provision of this Agreement, where an employee disputes the provision of protective clothing and footwear in accordance with this Article the employee may file a grievance in accordance with the Grievance Procedure. The decision at Step 3 shall be final for such grievances.

VIDEO DISPLAY TERMINALS

38:01 A VDT Operator who is required to work at a Video Display Terminal (VDT) for twenty-five percent (25%) or more of the normal work week shall upon request have his or her eyes examined by an Optometrist once per year. The Optometrist shall be selected by the Civil Service Commission or an Optometrist of the employee's choice acceptable to the Commission. The department shall pay the costs of such examinations or tests where not covered by a medical plan.

38:02 A pregnant VDT Operator may request a job reassignment for the period of pregnancy by forwarding a written request to the employing authority along with a certificate from a duly qualified medical practitioner certifying she is pregnant. Upon receipt of the request, the employing authority, where possible, will assign the VDT Operator to an alternate position and/or classification or to alternate duties within five (5) working days of the request. Where the employing authority is unable to accomplish this, the employing authority will notify the Labour Relations Division of the Civil Service Commission and the parties will meet without delay in an effort to resolve the matter.

38:03 Where an Operator is of the opinion that the work results in undue eye fatigue, the employee may request a review of the job duties. The department will endeavour to design the job of the Operator in a manner that will, wherever practicable, permit an Operator to be assigned at least ten (10) minutes of alternate duties during any two (2) hour period of continuous operation.

38:04 The parties agree to the continuation of a committee of Association and Management representatives which is responsible for:

a) gathering and assessing research studies, and technical reports respecting the subject;
b) making appropriate recommendations to government respecting health and safety precautions to be taken in new or existing VDT installations.

The Committee shall consist of three (3) management representatives and three (3) representatives of the Association. It is agreed that up to two (2) employee representatives shall be on a time off with pay basis.

ASSOCIATION BUSINESS

39:01 Leave of absence to attend to Association business may be granted to employees under the following conditions:

a) Requests for leave shall be made in writing by the Association by providing the employee with a letter of request. The employee shall submit the letter to his immediate supervisor who shall forward the request to the employing authority for approval. The Association will also provide a copy of the written request to the Director of Personnel of the department concerned.

b) Requests for leave shall be made with reasonable advance notice but not less than three (3) working days and shall be granted only where operational requirements permit. Where special or unusual circumstances prevent compliance with the three (3) working days notice, the request shall be considered and shall not be unreasonably denied.

c) Where such leave of absence has been granted the Association shall reimburse the government one hundred percent (100%) of the wages paid to such employees during the approved absence.

39:02

a) For time spent with government representatives during negotiations of the Master Agreement, the Association will be allowed to have no more than five (5) employees present at each bargaining session on a time-off with pay basis.

b) For time spent with government representatives during negotiations for the Component Sub-Agreements, the Association will be allowed to have no more than four (4) employees present at each bargaining session on a time-off with pay basis.

c) Prior to the commencement of negotiations, the Association shall supply the government with a list of employee representatives for the Master and Component Sub-Agreements. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.

d) Subject to the mutual agreement of the parties, the total number of employees referred to in both (a) and (b) above may be changed provided any additional employees are on leave without pay or on wage recovery as per Section :01 (c).

39:03 Association staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.

39:04 The government agrees to allow the Association use of space on existing bulletin boards for the purpose of posting official Association information relating to business affairs, meetings, and social events provided the information does not contain anything that is adverse to the interests of the employer. The employing authority or designate shall have the right to refuse to post or remove the posting of any information.

RIGHTS OF STEWARDS

40:01 "Steward" means an employee elected or appointed by the Association who is authorized to represent the Association, an employee or both.

40:02 The government recognizes the Association's right to select Stewards to represent employees.

40:03 The Association shall determine the number of Stewards and the jurisdiction of each Steward having regard to the plan of organization, the distribution of employees at the work place, and the administrative structure implied by the Grievance Procedure.

40:04 The Association agrees to provide the government with a list of Stewards and any subsequent changes for each work location by department, area, and component. The Association shall provide appropriate identification for Stewards.

40:05 Stewards and employees shall not conduct Association business during their working time.

40:06 The duties of the Stewards shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the Grievance Procedure.

40:07 For complaints of an urgent nature, a Steward shall first obtain the permission of her immediate supervisor before leaving work to investigate such complaint with the employee and supervisor or departmental official concerned. Such permission shall not be unreasonably sought or withheld. On resuming her normal duties, the Steward shall notify her supervisor.

40:08 When it is necessary for a Steward to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the Steward or employee concerned, provided that each has obtained approval from their supervisor(s) for the time required to deal with the complaint or grievance. On resuming their duties, the Steward and employee shall notify their supervisor(s).

ASSOCIATION SECURITY

41:01 During the term of this Agreement, employees covered by this Agreement, whether members of the Association or not, shall pay to the Association, by payroll deduction, an amount equal to the bi-weekly membership dues determined by the Association. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the bi-weekly pay period, following the date the employee is covered under the terms of this Agreement.

41:02 The government shall forward to the Association the amount of the dues deducted under Section :01 above on a bi-weekly basis per each applicable bi-weekly pay period system.

41:03 The government shall provide the Association on a bi-weekly basis per each applicable bi-weekly pay period system, the names of the employee from whose wages dues have been deducted showing opposite each employee's name, the amount of dues deducted for that employee.

41:04 The Association agrees to indemnify and save the government harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the government.

41:05 Notwithstanding, any other provision in this Agreement, the government shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Association the following, shown by component, and by classification groupings:

a) the name of each employee;
b) the classification of each employee;
c) the current rate of pay of each employee.

JOINT COUNCIL

42:01 The Joint Council shall consult on any suggestions or requests made by the Executive Council or the Association with respect to working conditions applicable to employees generally or to any particular class of employees.

GRIEVANCE PROCEDURE

43:01 The parties to this Agreement recognize the desirability for prompt resolution of grievances through an orderly process without stoppage of work or refusal to perform work.

43:02 A grievance is defined as a complaint in writing concerning:

a) the application, interpretation, or alleged violation of an Article of this Agreement or The Civil Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
b) the dismissal, suspension, demotion, or written reprimand of an employee.

The above categories of grievances can be processed up to and including Step 4 of the Grievance Procedure.

43:03 Notwithstanding Section :02, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 3 of the Grievance Procedure. The decision at Step 3 shall be final for such grievances.

43:04 a) Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees in more than one (1) department; and where as a result the Association deems it impractical that each affected employee grieve separately, the Association shall have the right to present a group grievance on those matters as defined in Section :02 (a). A group grievance shall be presented directly to the Assistant Deputy Minister of Labour Relations within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.

b) Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or of The Civil Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. Where such a grievance is initiated by the Association and involves employees in more than one (1) department it shall be presented to the Assistant Deputy Minister of Labour Relations, and where it involves employees in one (1) department it shall be presented to the Deputy Minister of the department. Where such a grievance is initiated by the government it shall be presented to the President of the Manitoba Government Employees' Association. In all cases the grievance shall be presented within twenty (20) working days from the date of the action giving rise to the grievance.

c) Where the parties fail to resolve a grievance under :04 (a) or :04 (b), either party may refer the grievance to Step 4 of the Grievance Procedure. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.

d) Notwithstanding Section :06 a grievance filed under :04 (b) shall not require the signature of an employee.

43:05 If an employee or the Association fails to initiate or process a grievance within the prescribed time limits, the grievance will be deemed to be abandoned and all rights of recourse to the Grievance Procedure for that particular grievance shall be at an end. If Management fails to reply to a grievance within the prescribed time limits, the employee or the Association may process the grievance to the next step. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.

43:06 Wherever possible, the grievance shall be presented on the Official Grievance Form. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement, such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Official Grievance Form or for failure to quote the Article in dispute.

43:07 It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion. When a grievance cannot be presented in person at any step, it may be transmitted by registered mail.

43:08 An employee has the right to representation by an Association representative at any step of the Grievance Procedure.

Step 1:

a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to his supervisor.

b) The supervisor shall sign for receipt of the grievance and if the nature of the grievance is such that the supervisor is authorized to deal with it, the supervisor shall issue a decision in writing to the employee and to the Association within fifteen (15) working days.

c) The departmental official may discuss the grievance with the employee and his representative before giving a decision on the grievance.

d) If the nature of the grievance is such that a decision cannot be given below a particular level of authority, the supervisor shall forward the grievance to the appropriate authority at the appropriate step of the Grievance Procedure and so inform the employee and the Association. The time limits and the procedures of the appropriate step shall then apply.

e) Where the immediate supervisor at Step 1 is a Steward or Officer of the Association, the grievance shall automatically be referred by the immediate supervisor to Step 2.

Step 2:

a) If the grievance is not resolved satisfactorily at Step 1, the employee shall submit the same grievance and the redress requested to the Divisional or Branch Director within fifteen (15) working days of the receipt of the decision at Step 1.

b) The Divisional or Branch Director shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Association within fifteen (15) working days of receipt of the grievance.

c) The Divisional or Branch Director may hold a hearing to discuss the grievance with the employee and his representative before giving a decision on the grievance.

Step 3:

a) If the grievance is not resolved satisfactorily at Step 2, the employee shall submit the same grievance and the redress requested to the Deputy Minister or designate within fifteen (15) working days of the receipt of the decision at Step 2.

b) The Deputy Minister or designate shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Association within 15 (fifteen) working days of receipt of the grievance.

c) For those grievances defined in accordance with Section :02, the Deputy Minister or designate may hold a hearing to discuss the grievance with the employee and his representative before giving a decision on the grievance. For those grievances concerning unsatisfactory working conditions as defined in :03, the Deputy Minister or designate shall hold a hearing to discuss the grievance with the employee and his representative before giving a decision on the grievance.

Step 4:
A decision of the Deputy Minister or designate may be appealed to the Civil Service Commission in accordance with Article 45, Appeals to the Civil Service Commission or submitted to Arbitration in accordance with Article 44, Grievance Arbitration Procedure, depending upon the nature of the grievance and providing the category of the grievance is such as is defined in :02. The decision of the Civil Service Commission or the Arbitration Board shall be final and binding for all such grievances. An employee may submit to arbitration a grievance regarding dismissal with or without Association approval but for all other appealable or arbitrable grievances, Association approval must first be obtained before the matter is appealed to the Commission or submitted to Arbitration.

43:09 Grievances concerning demotion, suspension or dismissal shall be initiated at Step 3 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.

43:10 Subject to Article 13:07, the rejection of an employee on probation is not appealable or arbitrable.

43:11 Subject to Article 43:08 Step 4, an employee or the Association may withdraw a grievance at any step of the grievance/arbitration procedure by giving written notice to the department concerned. An employee may abandon a grievance by not processing it within the prescribed time limits .

43:12 Classification and selection disputes shall not be channelled through Steps 1, 2 and 3 of the Grievance Procedure.

GRIEVANCE ARBITRATION PROCEDURE

44:01 Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to Arbitration in accordance with the procedure set forth in this Article:

a) Grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;

b) Grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;

c) Grievances concerning dismissal, suspension, demotion or a written reprimand of an employee;

d) Disputes as to whether a specific grievance is to be appealed to the Civil Service Commission or referred to Arbitration.

44:02 It is agreed and understood that any grievance submitted to Arbitration shall not subsequently be appealed to the Civil Service Commission and conversely an appeal to the Civil Service Commission shall not subsequently be referred to Arbitration including referral for a decision as to whether or not the matter is appealable or arbitrable.

44:03 The procedure for arbitrating grievances shall be the procedure as set forth below:

a) Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the decision at Step 3, notify the other party in writing of its desire to submit the difference or allegation to arbitration. Such notification, when initiated by the Association, shall be made directly to the Labour Relations Division, and shall set forth the issue in dispute for referral to the Arbitration Board.

b) Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice referred to in Sub-Section :03 (a) shall so state.

   i) Where the party who receives the notice accepts the request for a single arbitrator the parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) working days.

   ii) Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board in accordance with Section :03 (c) within ten (10) working days.

   iii) Where the parties have agreed to a single arbitrator, the single arbitrator shall be considered to be an Arbitration Board for purposes of this Article.

c) Where the party initiating the arbitration proceedings wishes to request arbitration by a three person board, the notice referred to in Sub-Section :03 (a) shall contain the first party's appointee to the Arbitration Board. The following procedure will then apply:

   i) The party who receives the notice shall within ten (10) working days of receiving the notice, name an appointee to the Arbitration Board and notify the other party in writing of such appointee.

   ii) The two (2) members of the Arbitration Board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the Arbitration Board who shall be the Chairperson thereof.

iii) If either party fails to appoint its member to the Board as provided above or where the two (2) appointees of the parties fail to agree on the appointment of a third member within the time specified, the Chief Justice for the Province of Manitoba, or in his or her absence, the Chief Justice of the Court of Queen's Bench, upon the request of a party to the Agreement, shall nominate a member on behalf of the party failing to make an appointment or shall nominate the third member and Chairperson, as the case may be, and where the case requires, may nominate both, and where such nomination has been made, the Minister of Labour shall appoint that person as member or Chairperson or both, as the case may be.

iv) The Chairperson and one other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting.

d) Where the matter is submitted to the Arbitration Board, the Arbitration Board shall commence hearings within ten (10) working days of the matter being submitted to the Board and shall hear evidence and argument submitted by or on behalf of the parties relevant to the matter submitted and shall make a decision thereon in the form of an award of the Arbitration Board.

e) The Arbitration Board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it.

f) The Arbitration Board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence as the Arbitration Board deems requisite to the full investigation and consideration of the matters referred to it.

g) The Arbitration Board shall submit a report on the findings and the decision of the Board within fourteen (14) days following the completion of the hearing to the parties.

h) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.

i) In the case of a three (3) person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.

j) The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Master Agreement or any Component Sub-Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.

k) The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the Board.

l) Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by an employing authority for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.

m) The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:

   i) The parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board.

   ii) Each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party.

   iii) Each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board.

   iv) Each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party.

   v) The parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.

44:04 The parties hereto agree that an employee of the government and a staff member of the Manitoba Government Employees' Association shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board.

APPEALS TO THE COMMISSION

45:01 Subject to Section :03, every appeal shall be commenced by written notice of appeal setting out the decision against which the appeal is taken and the basis of the appeal, delivered in duplicate to the Commission.

45:02 In any appeal to the Commission, the employee making the appeal may:

a) be accompanied by a representative of the Association, or any other person of his choosing;

b) if the employee so requests, be represented by the Association or any other person of his choosing.

45:03 It is agreed and understood that the Civil Service Commission shall hear appeals on grievances concerning:

a) the application, interpretation or alleged violation of an Article or provision of The Civil Service Act;
b) the application, interpretation or alleged violation of a regulation under The Civil Service Act where there is no provision dealing with the subject of the Regulation in the collective agreement or in a signed Memorandum of Understanding or signed Memorandum of Agreement between the parties;
c) disputes concerning reclassification of employees;
d) grievances as outlined in Article 13:07 and Article 22:23;
e) disputes concerning the selection of an employee for a position within the bargaining unit.

Such appeals shall only be initiated after the employee has exhausted the applicable provisions referred to in this Agreement for the settlement of grievances or in the case of reclassification disputes, the procedures respecting "Employee Originated Requests for Reclassification".

45:04 An appeal shall be commenced within twenty (20) working days of the date which the appellant became aware of the decision.

45:05

a) Where an appeal is taken to the Commission, the Commission shall hold a hearing or direct a hearing to be held and such hearing shall be held within ten (10) working days of the date the appeal is commenced, to ascertain the facts relating to the subject matter of the appeal.
b) The Commission shall render its decision on any appeal within ten (10) working days of the end of the hearing and shall deliver a copy of its decision to the parties concerned.
c) All time limits referred to in (a) and (b) may be extended by mutual agreement.

SEXUAL HARASSMENT

46:01 The parties recognize that the problem of sexual harassment may exist. However, the parties agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace.

46:02 Where an employee is of the opinion that he or she has been or is being sexually harassed by another employee, the employee may forward a written complaint directly to the Deputy Minister of the department concerned. The complaint shall be marked "Personal and Confidential".

46:03 The Deputy Minister or his designate will endeavour to resolve the matter in an expeditious and confidential manner.

46:04 The alleged offender shall be entitled to notice of the complaint and shall be given the opportunity to respond to the complaint.

46:05 The Deputy Minister or designate, after investigating the complaint, shall have the authority to:

a) dismiss the complaint; or
b) determine the appropriate discipline; and/or
c) take any action which in his or her opinion may be necessary.

46:06 Where the Deputy Minister or designate determines that a complaint has been made for frivolous, or vindictive reasons, he or she shall have the authority to:

a) take disciplinary action against the complainant; and/or
b) take any action against the complainant which in his or her opinion may be necessary.

RECLASSIFICATION PROCEDURE

47:01 An employee who is of the opinion that his position is improperly classified may submit an "Employee Originated Request for Reclassification" on a form designated by the Civil Service Commission for such purposes.

47:02 STEP 1

The employee will submit the request to his Branch Director together with the following:

a) a current position description;

b) the job classification being requested and reasons why that classification is appropriate;

c) any other information in support of the request.

The Branch Director would have ten (10) working days following receipt of the request to reply.

47:03 STEP 2

Where the employee considers the Branch Director's reply unsatisfactory or where no reply is received within the prescribed time limits, the employee may forward a copy of the request to the Departmental Personnel Officer within ten (10) working days.

The Departmental Personnel Officer will have twenty (20) working days following receipt of the request to reply.

47:04 STEP 3

Where no reply is received within the time limits prescribed, or where the employee considers the Departmental Personnel Officer's response unsatisfactory, the employee may forward a copy of the request directly to the Assistant Deputy Minister of the Human Resources Management Services Division, Civil Service Commission within ten (10) working days.

The Human Resources Management Services Division of the Civil Service Commission will respond to the employee within sixty (60) working days following receipt of the request. Should the request be denied, reasons will be provided.

47:05 Where no reply is received or where the employee considers the response unsatisfactory, the employee may appeal to the Civil Service Commission within twenty (20) working days upon expiry of the time limits prescribed or on receipt of the decision from the Personnel Services Division.

47:06 The time limits prescribed in this Article may be extended by mutual agreement of the employee and the party designated to respond.

CIVIL LIABILITY

48:01 If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by her in the performance of his or her duties, then:

(a) The employee, upon being served with any legal process, or upon receipt of any action or proceeding as hereinbefore referred to, being commenced against her shall advise the government through the Deputy Minister of his or her department of any such notification or legal process;

(b) The government shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees; and/or

(c) The government shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the government through the Deputy Minister before the same is finalized; provided the conduct of the employee which gave rise to the action did not constitute gross negligence of her duty as an employee;

d) Upon the employee notifying the government in accordance with paragraph (a) above, the government and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the government shall unilaterally appoint counsel. The government accepts full responsibility for the conduct of the action and the employee agrees to co-operate fully with appointed counsel.

EMPLOYEE FILES

49:01 Upon the written request of an employee, the Central Records file and Departmental file of that employee shall be made available for the employee's full examination. Such examination shall be in the presence of a representative of the Commission or a representative of the Department as the case may be. The employee has the option to have a representative present.

49:02 An employee may request a copy of specific documents on the employee's Central Records file or Departmental file. This provision shall not be unreasonably requested or denied.

LONG TERM DISABILITY INCOME PLAN

50:01 The parties agree that the government shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement.

SENIORITY

51:01 "Seniority" means the length of service with the Government of Manitoba as defined in this Article provided such service has not been broken by termination of the employee.

51:02 Seniority for service up to and including December 31, 1984 shall be calculated in accordance with procedures outlined in a separate Memorandum of Agreement between the parties.

51:03 Seniority for service after December 31, 1984 shall include only the following:

a) regular paid time
b) periods of Workers' Compensation
c) periods of maternity leave
d) periods of adoptive parent leave
e) approved educational leave to a maximum of one year

f) any sick leave without pay necessary to satisfy the elimination period of the Long Term Disability Plan

g) leaves without pay to a maximum accumulation of twenty (20) working days in a calendar year.

51:04 An employee will lose all seniority when the employee:

a) resigns

b) retires

c) is dismissed and not reinstated

d) dies

e) is permanently laid-off

f) is terminated at the expiry of his or her term of employment. However, this subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of his or her term of employment.

51:05 Separate seniority lists will be prepared by April 1 by each department based on service up to and including December 31 of the previous year. The lists will be posted at work locations as determined by the department.

51:06 Seniority lists will be prepared for the following types of employees by classification groupings in order of seniority:

a) Regular

b) Term

c) Departmental

51:07 Departmental employees whose classification varies between Labourer and Operator will be categorized as "Labourer/Operator" for seniority purposes.

51:08 Grievances concerning the calculation of seniority must be filed at Step 3 of the Grievance Procedure within twenty (20) working days of the date the employee became aware of the seniority calculation. Such grievances shall be restricted to the calculation of seniority in the calendar year immediately prior to the year in which the seniority list is posted.

PART-TIME EMPLOYEES

52:01 The calculation of benefits for part-time employees covered by this Agreement will be as set out in Appendix "C" - Application of Benefits to Part-Time Employees.

AMBULANCE AND HOSPITAL SEMI-PRIVATE PLAN

53:01 The government will implement an Ambulance and Hospital Semi-Private Plan (AHSP) effective January 1, 1989 in accordance with the following:

(a) premiums will be paid by the government;

(b) the plan will provide similar benefits to the plan currently provided to employees and their dependants on a voluntary basis;

(c) eligibility requirements will be the same as those in effect for the Dental Plan .

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Witness

Peter Olfert
President of the Manitoba Government Employees' Association

APPENDIX "A"

EXCLUSIONS FROM THE TERMS OF THE AGREEMENT

The bargaining unit shall comprise all employees as defined in this Agreement except those employees in positions mutually agreed to between the parties as managerial and/or confidential exclusions.

Guidelines to be considered in negotiating exclusions shall be:

1. position classifications the incumbent of which are employed for the primary purpose of exercising executive management functions;

2. position classifications the incumbents of which are employed in a confidential capacity in matters relating to labour relations.

The exclusions of incumbents of new classifications established by the government shall be determined by mutual agreement unless specifically excluded by virtue of their being covered by another bargaining unit as specified in Article 4:02 of the Master Agreement.

GENERAL

Associate Deputy Ministers; Senior Officers; Senior Engineers "D"; Executive Assistants to Ministers; Personnel Officers 1 and 2; Personnel Administrators 1 through 9; Departmental Personnel Administrators 1, 2, 3 and 4; Secretaries to Ministers; Secretary to Leader of the Opposition; Secretaries to Deputy Ministers; Secretaries to Assistant and Associate Deputy Ministers; Secretaries to Directors of Administration; Personal Secretaries to Personnel Officers; Staff of the Executive Council; Staff of the Treasury Board Secretariat; Staff of the Civil Service Commission; Staff of the Office of the Ombudsman; New Careerists; and Auditors 1, 2, 3 and 4.

AGRICULTURE

Administrative Assistant to Deputy Minister
Chief Home Economist
Co-ordinator of Policy and Programs
Director, (Agriculture)
Director, Regional Division
Director, Special Projects
General Manager, The Manitoba Water Services Board
Senior Departmental Accountant
Unit Manager, Computer Services

ATTORNEY GENERAL

Chief Court Reporter
Chief Judges Secretary
Chief Sheriff
Clerk of the County Court of Winnipeg
Co-ordinator, Central Administrative Services
Deputy Administrator of Court Services
Deputy Examiner of Surveys
Director, Civil Litigation
Director, Criminal Prosecutions
General Manager, Land Titles
General Manager, Public Trustee
Registrar, Court of Appeal
Registrar, Personal Property Registry
Registrar, Court of Queen's Bench
Senior Departmental Accountant
Special Assistant, Court of Queen's Bench

BUSINESS DEVELOPMENT AND TOURISM

Director, Research and Planning
Director, Travel Information Services and Industry Relations
Executive Director, Administration and Research
Senior Departmental Accountant
Systems Planning and Development Officer

COMMUNITY SERVICES

Area Directors, Personal Services
Assistant to Deputy Minister
Chief Probation Officer
Director, Administrative Services
Director, Agency Funding and Review
Director, Child Day Care
Director, Child Welfare
Director, Family Conciliation
Director, Family Dispute Services
Director, Office of Residential Care
Director, Personnel Services
Director, Statistics

COMMUNITY SERVICES con't.

Executive Director, Mental Retardation
Hospital Administrators 1,2
Payroll Services Supervisor
Personnel Records Supervisor
Recorder of Vital Statistics
Regional Director (FS.143, FS.462, FS,232, MS.194)
Senior Departmental Accountant

CORRECTIVE AND REHABILITATIVE SERVICES

Assistant Directors of Corrections
Assistant to Director, Operations
Chief of Administration - Corrections
Deputy Superintendent, Brandon Correctional Institution
Deputy Superintendent, Dauphin Correctional Institution
Deputy Superintendent, Headingley Correctional Institution
Deputy Superintendent, Manitoba Youth Centre
Deputy Superintendent, Remand Centre
Deputy Superintendent, The Pas Correctional Institution
Director of Correctional Human Resource Planning, Training and Development
Senior Departmental Accountant
Senior Investigator
Superintendents, Adult Institutions
Superintendents, Juvenile Institutions

MANITOBA DEVELOPMENTAL CENTRE

Assistant Director, Administration
Business Manager
Director, Clinical Records
Director, Dietary Services
Director, Education and Training
Director, Housekeeping
Director Nursing Education
Director of Psychology
Director, Social Services
Hospital Laundry Manager
Medical Superintendent, Manitoba Developmental Centre
Nurses 6,7
Program Director, Manitoba Developmental Centre
Senior Nursing Administrator
Supervisor, Motivational Therapy

CONSUMER AND CORPORATE AFFAIRS

Director, Arbitration
Director, Consumer's Bureau
Executive Secretary, Public Utilities Board
Senior Departmental Accountant
Senior Research Economist
Superintendent of Insurance

CO-OPERATIVE DEVELOPMENT

Director of Co-operative Development
Senior Departmental Accountant

CULTURE, HERITAGE AND RECREATION

Administrative Officer to Deputy Minister
Director, Administration
Director, Advertising Audit Office
Director, Fitness and Recreation
Director, Historical Resources
Director, Planning and Development
Director, Public Library Services
Director, Regional Services
Director, Research and Planning
Director, Security (Lotteries Foundation)
Director, Translation Services
General Manager, Manitoba Lotteries Foundation
Legislative Librarian
Personnel/Payroll Services Supervisor
Provincial Archivist
Queen's Printer
Senior Departmental Accountant

EDUCATION

Administrative Officer 1 (APB 007)
Assistant Director, Educational Support Services
Assistant Principal, Assiniboine Community College
Assistant to Deputy Minister
Chairperson - Adult & Continuing Education, ACC
    Industrial & Technology, ACC
    General Education & Education Support, KCC
    Service Programs, KCC
    Industrial & Technology Community Education, KCC
    Adult & Continuing Education, RRCC
    Evening Division, RRCC
    Applied Arts, RRCC
    Student Services, RRCC
    Industrial & Technology, RRCC (2 positions)
    Business Administration, RRCC
    Business Education, RRCC
    Health Sciences, RRCC
    Teacher Education, RRCC
Co-ordinator, Program Development Section
Director, Media Branch
Director, Native Education Branch
Director, Personnel Services
Director, Student Aid
Financial Officer, University Grants Commission

EDUCATION con't.

Manager, Computer Centre
Manager, Management Information
Manager, Textbook Bureau
Personnel Documentation Clerk
Personnel Officer
Planning & Program Analyst 2 (YS 362, YS 102)
Principal, School for the Deaf
Senior Departmental Accountant - Education
Senior Departmental Accountant - Colleges
Special Assistant, Education
Supervisor, Administration
Supervisor, Financial Planning & Review
Supervisor, Student Services

EMPLOYMENT SERVICES AND ECONOMIC SECURITY

Assistant to Deputy Minister
Director, Economic Security
Director, Employment Development and Youth Services
Director, Employment Services/Projects
Director, Employment, Training and Regional Services
Director, Immigration and Settlement
Director, Income Security
Director, Manitoba Bureau of Statistics
Director, Vocational Rehabilitation Services
Secretary, Social Services Advisory Board
Senior Departmental Accountant

ENERGY AND MINES

Assistant to Associate Deputy Minister
Reservoir Engineer
Senior Departmental Accountant

ENVIRONMENT AND WORKPLACE, SAFETY AND HEALTH

Assistant to Deputy Minister
Chief of Environmental Control Programs
Director, Worker Advisor Office
Director, Workplace, Safety and Health

FINANCE

Administrative Policy Officers
Assistant Central Payroll Supervisor
Assistant Director of Disbursements
Central Payroll Co-ordinator
Central Payroll Supervisor
Director of Debt Management

FINANCE con't.

Director of Money Management and Banking
Manager, Office Systems Integration Branch
Program Analysis and Review Officer
Senior Departmental Accountant
Staff of Administrative Policy Branch

GOVERNMENT SERVICES

Administration Officer, Emergency Measures Organization
Administrative Assistant to Minister
Administrative Assistant to Deputy Minister
Chief Construction Supervisor
Director of Administration
Director of Central Vehicle Services
Director, Purchasing Services
District Property Managers
Emergency Measures Co-ordinator
Fire and Safety Administrator
Maintenance Administrator
Management Analyst
Manager of the Office Equipment Branch
Manager, Gimli Industrial Park
Manager, Systems and Procedures
Manager, Telecommunications and Postal Services
Materials Manager
Project Manager
Security Administration Officer
Senior Departmental Accountant
Superintendent of Central Provincial Garage

HEALTH

Administrative Officer, Personnel Services Branch
Area Directors, Personal Services
Assistant to Deputy Minister
Co-ordinator of Regional Programs
Co-ordinator, Special Studies
Dental Directors
Director, Continuing Care
Director, Dental Services
Director, Financial Services
Director, Health Education
Director, Health Promotion Directorate
Director, Hearing Conservation
Director, Management and Analytical Services
Director, Maternal and Child Health
Director, Medical Home Care Equipment and Supplies
Director, Mental Health Directorate
Director, Personnel Services
Director, Public Health Nursing

HEALTH con't.

Director, Sport
Director, Statistics
Payroll Services Supervisor
Personnel Records Supervisor
Program Administrator, Home Care
Regional Director
Senior Departmental Accountant

MENTAL HEALTH CENTRES

Business Manager
Director, Clinical Records
Director, Dietary Services
Director, Education and Training
Director, Housekeeping
Director, Motivational Therapy
Director, Nursing Education
Director, Psychology
Director, Social Services
Hospital Administrators 1, 2
Hospital Laundry Manager
Medical Superintendents (Mental Health Centres)
Nurses 6, 7
Program Director, Brandon Mental Health Centre
Senior Nursing Administrator

MANITOBA HEALTH SERVICES COMMISSION

Chief Accountant
Comptroller
Co-ordinator, Labour Relations
Director, Emergency Health and Ambulance Services
Director, Long Term Care
Director, Rural Facilities and Ambulance Services
Internal Auditor
Manager, Administrative Services
Manager, Ambulance and Emergency Health Services
Manager, Claims
Manager, Data Processing
Manager, Laboratory and X-Ray
Manager, Management Information
Manager, Systems and Procedures
Personnel Officer
Planning Consultant
Regional Supervisors, Lab and X-Ray
Senior Departmental Accountant

HIGHWAYS AND TRANSPORTATION

Administrative Assistant to Deputy Minister
Assistant District Manager

Assistant Mechanical Superintendent
Chairperson, Driver License Suspension Appeal Board
Chairperson, Highway Traffic Board
Chairperson, Highway Transport Board
Chairperson, Taxicab Board
Chief Bridge Engineer
Chief Pilot
Computer Services Manager
Construction Engineer
Contract Engineer
Deputy Registrar, Motor Vehicle Branch
Director of Administration
Director of Operations
Director of Planning and Design
Director, Highway Safety
Director, Licensing
Director, Planning
Director, Systems and Data Processing
Director, Transportation Services
District Engineers
Head, Air/Radio Services
Head, Airport Operations and Maintenance
Heavy Construction Manager
Maintenance Engineer
Maintenance Management Engineer
Materials and Research Engineer
Mechanical Superintendent
Mechanical Supervisors
Pre-Contract Engineer
Safety Co-ordinator
Secretary, Highway Traffic Board
Secretary, Motor Transport Board
Senior Departmental Accountant
Traffic Engineer
Winter Roads Manager

HOUSING

Director, Rentalsman Office
Personnel Officer
Senior Departmental Accountant

INDUSTRY, TRADE AND TECHNOLOGY

Senior Departmental Accountant
Systems Planning and Development Officer

LABOUR

Conciliation Officers 1, 2, 3
Director of Administration

Director of Apprenticeship
Director of Conciliation Services
Director, Employment Standards Division
Director, Labour Research
Director of Mechanical and Engineering Division
Executive Officer, Manitoba Labour Board
Fire Commissioner
Labour Board Officer
Registrar, Labour Board
Vice-Chairperson, Manitoba Labour Board

LEGISLATIVE ASSEMBLY

Assistant Clerk, Legislative Assembly
Clerk, Legislative Assembly
Senior Departmental Accountant

MUNICIPAL AFFAIRS

Administrative Assistant to Deputy Minister
Assessment Officers 6, 7
Deputy Director, Municipal Advisory and Finance Services
Manager, Research
Municipal Services Officer
Planning Co-ordinator
Senior Departmental Accountant
Supervisor, Municipal Accounting
Supervisor, Municipal Finance

NATURAL RESOURCES

Administrative Assistant to Deputy Minister
Administrative Assistant to Minister
Assistant Director of Parks
Assistant to Senior Assistant Deputy Minister
Chief Instructor
Chief Park Planner
Chief Parks Engineer
Chief of Field Surveys
Chief of Interpretive Resources
Chief of Operations
Director of Operations
Engineering Section Heads
Financial Co-ordinator
Park Superintendent
Regional Managers
Regional Supervisors
Secretary to Director, Water Resources
Senior Departmental Accountant
Supervisor of Special Projects

NORTHERN AFFAIRS

Administrative Assistant, Administration
Assistants to the Deputy Minister
Budget Officer
Director, Financial Services
Director, Management Development Services
Director, Research and Planning
Senior Departmental Accountant

PROVINCIAL AUDITOR'S OFFICE

Audit Accountant, Payroll
Auditors 1, 2, 3 and 4
Senior Chartered Accountants
Senior Departmental Accountant

URBAN AFFAIRS

Senior Departmental Accountant

APPENDIX "B"

REMOTENESS ALLOWANCE

1:01

Remoteness Allowances shall be paid to employees subject to the eligibility criteria and conditions laid down in this Article.

1:02

Eligibility Claim: A notorized eligibility claim, in a standard format to be determined by the government in accordance with the provisions of this Article for the payment of dependent's or single rate of allowances shall be submitted to the employing authority when first requesting the allowance, and renewed not less frequently than annually thereafter, normally prior to the fiscal year or where any change in dependents claimed arises.

1:03

Single or Dependent's Allowance: Subject to section 1:05, the Single Allowance will be paid to employees that have established a residence and maintain a home in a location designated as a Remote Location and who are eligible for the payment of a Remoteness Allowance. Claims for Dependent's Allowance will be subject to sections 1:04 and 1:05 and to the following criteria and conditions:

The employee shall be supporting one or more dependents where a dependent includes:

- a marital partner living with and dependent on the employee for main and continuing support;

- an unmarried child under 18 years of age;

- an unmarried child over 18 years but under 21 years if in full time attendance at school or university or similar educational institution;

- an unmarried child of any age if physically incapable or mentally disturbed, provided such a child is dependent on the employee for support.

1:04

There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one year prior to the application for Dependent's rate.

1:05

Where both marital partners are employees of the Government of Manitoba in any Department, Board, Agency or Commission to which this Master Agreement or the Civil Service Regulations covering Remoteness Allowances apply, but subject to Section :06 that follows, the Dependent rate shall be paid to one partner only and the other partner will not receive either the Dependent or Single Rate of Remoteness Allowance.

1:06

Where both marital partners are employees of the Government of Manitoba in any Department, Board, Agency or Commission to which this Master Agreement or the Civil Service Regulations covering Remoteness Allowances apply, the Dependent rate will be paid to the permanent employee, if the other partner is temporary or departmental, or the first employee to be hired on a permanent basis, otherwise to the first employee hired. Where specially requested by both employees in writing, the Dependent's rate may be divided and equal amounts (to the nearest cent) paid to each employee.

1:07 - Locations and Residence

The Remoteness Allowance applicable to the location at which the employee has established his residence and maintains a family home is normally that which prevails; since the residence would be within normal daily travel distance to the employee's headquarters. Where there is doubt as to whether the employee's residence is established in relation to his headquarters the location for Remoteness Allowance shall be determined by the employing authority.

Where there is no community in relation to which the employee has a residence, for which an allowance can be established, the nearest community to the designated employee's workplace shall be considered to be the location for the allowance.

1:08 - Hourly Rated Personnel & Employees Hired on an "if, as and when" Basis

Remoteness Allowances are to be determined separately from hourly wage rates. Except for employees hired on an "if, as and when" basis, Remoteness Allowances are to be considered on a daily basis, i.e. 1/10th of the bi-weekly rate, up to the maximum amount for the bi-weekly period, for the following conditions:

(a) for each day the employee is at work irrespective of the number of hours worked; OR

(b) for each day that the employee is recognized as being a "standby".

In order to qualify for the daily rate, an employee hired on an "if, as and when" basis is required to work one-half (1/2) or greater of the normal working hours (i.e. 71/4 or 8 hours) in any one day.

1:09 - Limitations

The Remoteness Allowances for the various communities, for Single or Dependent's as indicated, represent a maximum bi-weekly allowance relative to paid employment. They are payable during paid holidays and vacations taken during continued employment, during authorized paid sickness leave during continued employment, and as limited in Section 1:08 above for hourly-rated employees. They are not payable during periods of absence without pay. They are not included as part of regular earnings.

1:10 - Rates

The bi-weekly Remoteness Allowances relative to each location at Single and Dependent's rate are shown in Section 1:15 hereto. Communities in an eligible area for which no allowance has been established may be added to the list in accordance with the government formula.

1:11 - Geographic Eligibility

No location will be included for Remoteness Allowance that is 250 Kilometers or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of 65 Kilometers or more by the most direct road to a Provincial Trunk Highway or paved Provincial Road, and the aggregate distance to the highway or paved road and thence to Winnipeg or Brandon totals 200 or more Kilometers. No location having road access and situated south of the 53rd parallel of latitude will be included unless the criterion concerning off-highway access was met.

1:12 - Bunk-houses or Similar Accommodations

In areas where a Remoteness Allowance has been established, or can be established in relation to a specific community, where employees are provided with living quarters but are not provided board, such employees shall receive twenty-five percent (25%) of the Remoteness Allowance applicable to that community. Where such employees are to be stationed under such conditions in a remote location on a semi-permanent basis (i.e. for a period of three (3) months or more), they shall receive in addition twenty-five percent (25%) of the Remoteness Allowance applicable to that community.

The rates shall be based on the community closest to the location where accommodation is supplied.

Employees stationed in a remote area who are provided with room and board shall not receive any form of living or Remoteness Allowance.

1:13 - No Duplication of Allowance by Reason of Retroactivity

Any person hitherto entitled to receive an allowance under provisions replaced hereby, in respect of the period during which those provisions were in force and effect, shall be entitled to receive hereunder only the difference, if any, between what he was entitled to receive under those provisions and what he is entitled to receive hereunder.

1:14

A full time employee eligible for remoteness allowance as provided in this schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days travel time without loss of regular pay.

1:15 BI-WEEKLY REMOTENESS ALLOWANCES

	Effective September 26, 1987	
LOCATION	DEPENDENTS	SINGLE
Berens River	$172.31	$98.79
Bissett	114.30	67.58
Bloodvein River	174.89	100.46
Brochet	205.85	118.52
Churchill	166.40	100.97
Cormorant	97.14	61.96
Cranberry Portage	83.24	52.46
*Crane River	87.56	59.52
Cross Lake	185.27	107.10
*Dauphin River (Anama Bay)	99.94	66.56
Easterville	85.00	53.67
Flin Flon	72.03	44.82
Gillam	148.02	89.57
God's Lake Narrows	204.16	117.37
God's River	206.81	119.18
Grand Rapids	82.63	51.09
Ilford	221.14	126.58
Island Lake/Garden Hill	190.21	108.66
Jen Peg	135.09	80.75
Lac Brochet	224.30	128.67
Leaf Rapids	114.26	70.91
Little Grand Rapids	183.31	103.95
Lynn Lake	117.99	71.44
Manigotagan	114.30	67.58
*Matheson Island	101.52	67.64
Moose Lake	123.39	76.29
Negginan/Poplar Point	175.20	100.76
Nelson House	126.16	77.02
Norway House	164.80	94.23
Oxford House	200.27	114.56
Pikwitonie	161.56	96.75
Pukatawagan	133.13	81.77
Red Sucker Lake	203.10	116.49
St. Therese Point	190.21	108.66
Shamattawa	217.35	126.22
Sherridon	131.58	80.71
Snow Lake	98.85	61.44
Southern Indian Lake	209.35	120.76
Split Lake	217.82	124.32
Tadoule Lake	227.75	131.10
The Pas	67.60	41.31
Thicket Portage	161.21	96.51
*Thompson	92.63	60.61
*Wabowden	123.12	79.27
Waterhen	85.33	53.37
York Landing	219.71	127.98

* See Memorandum Of Agreement p.127

APPENDIX "C"
APPLICATION OF BENEFITS TO PART-TIME EMPLOYEES

DEFINITIONS

1:01 "Part-time employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis.

1:02 "Casual employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis.

1:03 "Accumulated service" means the equivalent length of service acquired by an employee by virtue of his employment.

eg. For an employee in an 8 hour per day classification:

8 (7 1/4) hours work equals one day of accumulated service;
40 (36 1/4) hours work equals one week of accumulated service;
80 (72 1/2) hours work equals one bi-weekly pay period of accumulated service;
168 (152 1/4) hours work equals one month of accumulated service;
2016 (1827) hours work equals one year of accumulated service.

Note: The figures for 7 1/4 hour per day classifications are shown in brackets.

a) For purposes of accumulated service, overtime hours are not included.
b) Accumulated service must be continuous service, i.e. there must have been no break in service involving termination of the employee.

1:04 "Calendar service" is based on continuous service with the employer. eg. one (1) year of continuous employment equals one (1) year of calendar service.

1:05 These guidelines are effective July 24, 1982.

APPLICATION

2:01 The Government Employees' Master Agreement applies only to part-time employees who:

a) have been appointed in virtue of and under Section 17 of The Civil Service Act; or

b) are term employees hired under the authority of The Civil Service Act.

2:02 The Government Employees' Master Agreement applies to part-time employees effective the first of the bi-weekly pay period following the attainment of 336 (304 1/2) hours of accumulated service.

2:03 The Government Employees' Master Agreement does not apply to casual employees.

2:04 Management will determine whether an employee is part-time or casual in accordance with Sections 1:01 and 1:02. The parties agree to meet in an effort to resolve any problems which may occur as to whether an employee is part-time or casual. The matter may be referred to Joint Council for resolution. The decision of Joint Council shall be final.

CONVERSIONS

3:01 A part-time employee who is converted to casual is no longer covered by the collective agreement effective the date of his conversion.

3:02 A casual employee who is converted to part-time status must complete the service requirement set out in Article 2 but receives no credit for calendar or accumulated service as a casual employee.

3:03 Where a part-time employee who has been covered by the collective agreement has been converted to casual employment and is subsequently reconverted to part-time employment with no break in service, the period of casual employment shall be treated as a period of leave of absence. While this does not affect the continuity of his employment, the period of casual employment does not count as calendar or accumulated service for purposes of benefit determination.

GENERAL PRINCIPLES

4:01 Where a benefit is to be pro rated for a part-time employee it will be calculated so that if two (2) part-time employees were sharing a full time position the total cost to government of that benefit is no greater than the cost of having the position filled by a full-time employee.

4:02 In pro rating a benefit, the factor used shall be determined by totalling the number of regularly scheduled hours the employee has worked in the preceding eight (8) weeks and dividing by 320 (290).
i.e. 8 hours x 8 weeks x 5 days.

$$\text{Pro rating factor} = \frac{\text{number of regularly scheduled hours the employee worked in the preceding eight weeks}}{320\ (290)}$$

BENEFITS

5:01 Part-time employees will only be eligible for the benefits specifically identified in this section.

5:02 Holidays

a) An employee will be eligible for pay for a holiday on which the employee does not work provided the employee:
    i) did not fail to report for work after having been scheduled to work on the day of the holiday; and
    ii) has not absented himself from work without the consent of the employing authority on his regular working day immediately preceding or following the holiday unless his absence is by reason of established illness.

b) Where an employee is eligible for holiday pay or time in lieu the employee shall receive an amount calculated by multiplying the regular daily working hours for the employee's classification times the pro rating factor.

c) Where the employing authority requires an employee to work a full shift (i.e. seven and one-quarter [7 1/4] or eight [8] hours) as a regular work day on December 24th when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half (1/2) day of compensatory leave with pay to a maximum of four (4) hours.

5:03 Vacation

a) Twenty-one (21) days of accumulated service equals one vacation credit.
(i.e. 1 1/4, 1 2/3, 2 1/12, or 2 1/2 days).

NOTE: An employee begins accumulating service on the first day of the month following his date of appointment unless the employee has been appointed on the first of a month.

b) Long service vacation eligibility is based on calendar service.

5:04 Sick Leave

a) Ten (10) days of accumulated service equals one sick leave credit (i.e. 1/2 or 1 day)

NOTE: An employee starts accumulating service on the bi-weekly pay period following the date of appointment unless the employee has been appointed on the first day of a bi-weekly pay period.

b) Calendar service is used to determine eligibility for receiving sick leave credits at a higher rate (i.e. one (1) day per bi-weekly pay period rather than one-half (1/2) day per bi-weekly pay period).

c) Part-time employees are not eligible for additional sick leave extensions as provided under Article 26:06 of G.E.M.A.

5:05 Compassionate Leave, Paternity Leave, Adoptive Parent Leave, Court Leave

a) These types of paid leave will be pro rated by multiplying the number of days the employee would qualify for by the pro rating factor.

b) In the case of Adoptive Parent Leave without pay, an employee is eligible for the full calendar time benefit, i.e. seventeen (17) weeks.

5:06 Maternity Leave

a) Part-time employees are only eligible for Maternity Leave as set out in Plan A in the Collective Agreement.
b) To qualify for maternity leave, calendar service is used, i.e. nine (9) months.
c) An employee who qualifies is eligible for the full calendar time leave provided under the Agreement, i.e.twenty (20) weeks.
d) The application of ten (10) days sick leave towards the U.I.C. waiting period will be calculated by multiplying the number of days accumulated sick leave the employee has (up to ten [10] days) by the pro rating factor.

5:07 Workers' Compensation

An employee who is eligible for Workers' Compensation may use accumulated sick leave to supplement Workers' Compensation in order that the employee's regular take-home pay is maintained. The regular take-home pay shall be based on the average of the previous eight (8) weeks work prior to becoming eligible for Workers' Compensation.

5:08 Bridging of Service

Calendar service shall be the basis for determining eligibility for this benefit, i.e. four (4) years.

5:09 Severance Pay

Accumulated service is the basis for meeting the minimum service requirement (i.e. three [3] or nine [9] years) and for the calculation of severance pay eg. ten and one-half (10 1/2) years accumulated service multiplied by one (1) week's pay equals ten and one-half (10 1/2) weeks of severance pay.

5:10 Remoteness Allowance

Refer to the Government Employees' Master Agreement Appendix" B" Section 1:08.

5:11 Notice of Lay-Off, Resignation or Termination

a) The period of notice required to be given by the employee or the employer is the same as that applicable to full-time employees.

b) Pay in lieu of notice shall be calculated by multiplying the number of weeks notice by the pro rating factor.

5:12 Merit Increases for other than Departmental Employees

Eligibility for merit increases will be based on calendar service provided the employee has received pay for at least 416 (377) hours exclusive of overtime.

5:13 Overtime

a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. 8 (or 7 1/4) hours.

b) Overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a part-time employee only has two (2) "days of rest" per week.

Note: Certain shift configurations may require working more than five (5) days per week without payment of overtime.

5:14 Shift Premium

An employee must work an entire 8 (or 7 1/4) hour shift in order to qualify for shift premium.

5:15 Qualification Pay

Qualification Pay shall be calculated by multiplying the pay an employee is eligible for by the pro rating factor.

5:16 Probation

a) The period of probation is based on calendar service.

b) Notwithstanding any provision of the collective agreement, this period may be extended by the employing authority for any reason provided twelve (12) months probation is not exceeded.

5:17 Seniority

Seniority is based on accumulated service.

5:18 Lay-Off

Accumulated service is used for purposes of lay-off.

5:19 Dental Plan

A part-time employee who has met the eligibility criteria for the Dental Plan shall be eligible for single coverage of dental expenses only. No coverage for a spouse or dependants will be provided. For purposes of eligibility determination, accumulated hours are used.

e.g. A regular employee requires 1040 (942.5) hours.
A term employee requires 2080 (1885) hours.

Employees hired prior to the effective date of this guideline will be credited with past service towards the eligibility criteria.

APPENDIX "D"

PRIVATELY-OWNED VEHICLES

ARTICLE 1 - PRIVATELY-OWNED VEHICLES

1:01 Reimbursement Rates

An allowance for the use of a privately-owned vehicle, for travel on Government business, when authorized by a Branch Head, shall be paid in accordance with the location of the employee's residence as follows:

		For Employees Resident	
		South of 53	North of 53
(a)	Distance up to 10,000 Kilometers (Km) per year		
	(i) Effective the first of the month following the date of signing	25.0c/km	28.1c/km
	(ii) March 1, 1989	25.8c/km	28.9c/km
	(iii) March 1, 1990	26.6c/km	29.8c/km
(b)	Distance over 10,000 Kilometers (Km) per year		
	(i) Effective the first of the month following the date of signing	19.7c/km	22.1c/km
	(ii) March 1, 1989	20.3c/km	22.8c/km
	(iii) March 1, 1990	20.9c/km	23.5c/km
(c)	Distance is that accumulated in the automobile insurance year - March 1st to the end of February.		
(d)	The use of a privately-owned motorcycle, when authorized by a Branch Head, shall be reimbursed at the following rates:		
	(i) Effective the first of the month following the date of signing	12.5c/km	14.0c/km
	(ii) March 1, 1989	12.9c/km	14.4c/km
	(iii) March 1, 1990	13.3c/km	14.8c/km

1:02 The above allowance covers all costs relative to the operation of the vehicle except bridge, ferry or highway tolls and parking, as authorized, which may be claimed as incurred.

1:03 Residence to Work Location

a) Transportation of an employee between his residence and his headquarters may not be claimed except where he has been called back to return to work
   (i) outside of his normal hours on his regular working day or shift, or
   (ii) on the employee's day of rest.

b) Where an employee is assigned to a beat, patrol area, territory or work location which is outside the headquarters area to which he would otherwise relate, the additional distance to travel to that beat, patrol area, territory or work location over that which would otherwise be incurred in travel from the employee's residence to the employee's headquarters may be claimed.

1:04 Special Areas

(a) When authorized by a Branch Head, the use of a privately-owned vehicle for travel on Government business in the vicinity of towns which are in those areas covered by Remoteness Allowances and which also do not have road access to a Provincial Trunk Highway, will be paid for at the following rates:

(i)	Effective the first of the month following the date of signing	$13.01/day + 16.0c/km
(ii)	March 1, 1989	$13.40/day + 16.5c/km
(iii)	March 1, 1990	$13.80/day + 17.0c/km

(b) Where this rate has been authorized, it will be in lieu of the normal rate for use of privately-owned vehicles for travel on Government business.

1:05 The official rates throughout these Articles are those expressed in kilometers and cents per kilometer (c/km). An employee converting his mileage to kilometers for the purpose of filing a claim should multiply the total number of miles at the end of the month or expense claim period by 1.6. The resultant figure should be rounded to the nearest kilometer.

ARTICLE 2 - PRIVATELY-OWNED VEHICLES - SERVICE USE

2:01 Reimbursement Rates

When authorized by a Branch Head, an employee requested to provide a vehicle for its service use will be paid at the following rates according to the type of vehicle supplied and the area of use:

	For Employees Resident	
	In Other Areas of the Province	In Areas Covered by Remoteness Allowance
(a) Automobiles		
(i) Effective the first of the month following the date of signing.	$10.54 per day plus 13.1c per kilometer	$13.01 per day plus 16.0c per kilometer
(ii) March 1, 1989	$10.86 per day plus 13.5c per kilometer	$13.40 per day plus 16.5c per kilometer
(iii) March 1, 1990	$11.19 per day plus 13.9c per kilometer	$13.80 per day plus 17.0c per kilometer
(b) Trucks up to and including one ton or Vans		
(i) Effective the first of the month following the date of signing.	$11.97 per day plus 14.7c per kilometer	$14.27 per day plus 17.5c per kilometer
(ii) March 1, 1989	$12.33 per day plus 15.1c per kilometer	$14.70 per day plus 18.0c per kilometer
(iii) March 1, 1990	$12.70 per day plus 15.6c per kilometer	$15.14 per day plus 18.5c per kilometer

2:02 Service Use

Service use means the use of a vehicle in connection with field or construction projects. It normally includes the requirement to carry personnel and/or equipment. A claim may not be made under this Article on the same day as a claim under Article 1 - Privately-Owned Vehicles.

2:03 Stand-By for Emergency Use

Service use rates may be authorized by the Branch Head for stand-by for emergency purposes in field situations (e.g. fire tower emergency vehicles) and will be considered to include payment for up to 16 Kilometers (10 miles) per days of use on Government business.

ARTICLE 3 - PRIVATELY-OWNED VEHICLES - BUSINESS INSURANCE

3:01 Employees shall be reimbursed for the additional cost of Business Rate insurance above that required for the All Purpose rate, or Pleasure Use rate for a truck, when use of the vehicle will exceed 1,609 kilometers on government business in the insurance year.

APPENDIX "E"

MEALS AND MISCELLANEOUS EXPENSES

ARTICLE 1 MEALS - ELIGIBILITY FOR CLAIMS

1:01 Breakfast - An employee is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

(a) the employee is in travel status; or

(b) the employee has been travelling for more than one (1) hour on government business before the recognized time for the start of his day's work.

1:02 Luncheon - An employee is expected to make his own arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many employees, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern, when cost of luncheon may be claimed, occur when:

(a) the employee is in travel status; or

(b) the employee is away from his normal place of work and outside the headquarter area which would cause the employee to disrupt his or her normal mid-day or mid-shift meal arrangements.

The inability of the employee to return to his home or residence does not constitute grounds for claim for the cost of a purchased meal.

1:03 Dinner - An employee may only claim for the cost of a dinner meal when

(a) the employee is in travel status; or

(b) the employee has been travelling on government business and not expected to arrive back to his or her residence before 7:30 p.m. were a meal break not taken.

Any extension of working hours at the normal place of work is covered under Article 3 - Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

ARTICLE 2 MEAL EXPENSES - TRAVEL WITHIN THE PROVINCE

2:01 An employee who is eligible may claim the actual cost of purchased meals up to the following maximum amounts:

	Individual Meals		
	Breakfast	Luncheon	Dinner
(a) In Areas Covered by Remoteness Allowance			
(i) Effective the first of the month following the date of signing.	$4.60	$6.00	$10.65
(ii) March 1, 1989	4.80	6.25	10.95
(iii) March 1, 1990	5.00	6.50	11.25
(b) In All Other Areas			
(i) Effective the first of the month following the date of signing.	$4.30	$5.60	$ 9.90
(ii) March 1, 1989	4.40	5.80	10.20
(iii) March 1, 1990	4.50	6.00	10.50

2:02 For each full day in travel status an eligible employee may claim a Per Diem Allowance in lieu of individual meal claims to cover the cost of purchased meals as follows:

	Per Diem Allowance
(a) In Areas Covered by Remoteness Allowance	
(i) Effective the first of the month following the date of signing.	$21.25
(ii) March 1, 1989	22.00
(iii) March 1, 1990	22.75
(b) In All Other Areas	
(i) Effective the first of the month following the date of signing.	$19.80
(ii) March 1, 1989	20.40
(iii) March 1, 1990	21.00

2:03 Where no overnight accommodation is involved only the appropriate individual expenses under Section 2:01 may be claimed.

2:04 Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maxima may be claimed if supported by a receipt.

ARTICLE 3 - MEAL ALLOWANCES DURING OVERTIME WORK

3:01 Extension of Working Day

Where an employee's working day has been extended beyond the standard working day or shift at the normal place of work by EITHER -

(a) at least two (2) hours, exclusive of a dinner or supper break, a meal allowance of three dollars ($3.00) per day shall be paid; OR

(b) at least three and a half hours (3 1/2), exclusive of a dinner or supper break, an allowance equivalent to that payable for "Luncheon" in the appropriate area as shown in Article 2 above, shall be paid.

3:02 To qualify for the above, employees in the category of office personnel and classroom teachers must have been at work for a total (exclusive of lunch or dinner/supper periods) of not less than:

(a) nine and one-quarter (9 1/4) hours; or
(b) ten and three-quarters (10 3/4) hours;
as applicable, on the day for which the allowance is claimed.

3:03 An employee in travel status is not entitled to either of the above allowances.

3:04 Special Emergencies

Where special circumstances arise (e.g. flood control, fire duties, etc.) and an employee is required to work extended hours in connection with that emergency, with the authority of the Branch Head, the employee may claim the cost of purchased meals appropriate to the period worked, as provided for under Article 2 - Meals Expenses - Travel Within The Province.

ARTICLE 4 - MEAL ALLOWANCES FOR FIELD OPERATIONS

4:01 Where an employee is engaged on field or construction operations outside his headquarters area and provided that:

(a) he is not supplied with rations; or

(b) a meal or meals is not supplied at a charge or otherwise from a field kitchen or similar facility; or

(c) arrangements have not been made by the Department or Agency for group meals or meals by contract at a restaurant, cafe or other facility;

(d) an allowance to cover the cost of preparing meals away from home or taking prepared meals shall be paid as follows:

		Breakfast	Lunch	Supper
(a)	Employee working in Areas Covered Remoteness Allowance			
(i)	Effective the first of the month following the date of signing.	$3.85	$4.40	$6.55
(ii)	March 1, 1989	3.95	4.45	6.80
(ii)	March 1, 1990	4.00	4.50	7.00
(b)	Employee working in Other Areas			
(i)	Effective the first of the month following the date of signing.	$3.65	$4.05	$6.00
(ii)	March 1, 1989	3.70	4.15	6.25
(iii)	March 1, 1990	3.75	4.25	6.50

4:02 The above allowance will universally be used where the Department provides cooking or eating facilities in a caboose, trailer or other suitable accommodation. Where no such cooking or eating facilities are available, and provided that commercial facilities for purchase of cooked meals are in the vicinity of the field or construction operations, such employee is eligible to claim individual meal expenses as provided under Article 2 - Meal Expenses - Travel Within The Province.

ARTICLE 5 INCIDENTALS ALLOWANCE

5:01 An employee who is in travel status may claim

(a) an incidentals allowance of three dollars ($3.00) for each night involving commercial accommodation, or

(b) an incidentals allowance of two dollars ($2.00) for each night involving non-commercial accommodation.

5:02 The incidentals allowance covers reimbursement for all incidental expenses except as provided in Article 6 - Miscellaneous Expenses During Travel.

ARTICLE 6 MISCELLANEOUS EXPENSES DURING TRAVEL

6:01 Gratuities

No gratuities may be claimed. Allowance is made for these in either the individual meal allowances, the per diem allowances, or as part of the claim for meals during travel outside the province.

6:02 Laundry

(a) Laundry charges must be supported by receipts and may only be claimed where the employee is travelling on government business and overnight away-from-home accommodation is involved for a period in excess of four consecutive nights.

(b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

6:03 Parking

(a) An employee may claim parking expenses as follows:

- i) short-term parking, when an employee is away from his or her workplace; and
- ii) overnight parking where it is not provided with accommodation.

(b) Parking at an airport or other transportation terminal will only be allowed where the parking cost and the transportation costs to and from the terminal are less than the normal allowable transportation costs (i.e. limousine, taxi or bus, as available).

6:04 Telephone and Telegram

(a) Charges for telephone calls and telegrams necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or telegraphed and the city or town involved.

(b) An employee is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and fifty cents ($4.50) for each period of three (3) consecutive nights that he is away from his residence on government business and overnight accommodation is involved.

ARTICLE 7 TRAVEL STATUS - RETURN HOME OVER A WEEKEND

7:01 Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining him in travel status over the weekend.

7:02 If travel is by government vehicle this cost should be evaluated at the per kilometer rate applicable for personal distance travelled for that class of vehicle.

ARTICLE 8 ACCOMMODATIONS

8:01 Employees travelling on government business are entitled to standard hotel room accommodation with a bath when available.

8:02 The type, standard and cost of accommodation, and the period for which such costs may be allowed shall, in the opinion of the Branch Head, be reasonable considering all relevant circumstances.

8:03 No accommodation expenses are claimable when the government provides a caboose, trailer or other suitable accommodation.

ARTICLE 9 DEFINITIONS

9:01 "Travel Status"

Absence of the employee from his headquarters area on government business involving travel and accommodation with the approval of the Branch Head.

9:02 "Headquarters Area"

A metropolitan or urban area of not less than twenty-four (24) kilometers (15 miles) in diameter;

A patrol area or territory of comparable size to a metropolitan area;

A beat or geographical area serviced by roads, as established from year to year for which Department of Highways employees are assigned maintenance responsibility.

In all other cases:

An area twenty-four (24) kilometers (15 miles) around the employee's headquarters.

9:03 "Employee's Headquarters"

The workplace where the employee is normally stationed or required to use as his base of operations on a continuing basis in relation to which he has established a residence.

9:04 "Field Operations"

Means activities carried out away from a permanent work location.

MEMORANDUM OF AGREEMENT

SUBJECT: GOVERNMENT EMPLOYEES' MASTER AGREEMENT
COMPASSIONATE LEAVE
ARTICLE 28:06

For purposes of the administration of Article 28:06 and Article 26 - Sick Leave, the parties hereto agree as follows:

1) Any leave which may be granted to an employee under Article 28:06 will be deducted from the employee's sick leave credits in the following sequence:

   a) sick leave credits accumulated in previous years,
   b) subject to paragraph (2), sick leave credits accumulated in the current year;
   c) subject to paragraph (2), sick leave credits advanced to an employee pursuant to Article 26:10.

2) An employee's sick leave accumulation will not be reduced to less than twelve (12) days per year as a result of the application of Article 28:06 of the Government Employees' Master Agreement.

R. S. Olsen
On Behalf of The Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.B. Buchanan
Witness

Witness

Feb. 24, 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: DENTAL PLAN

The parties agree to change the existing Dental Plan in accordance with the following:

(1) Effective the start of the month following the date of signing of the collective agreement, and limited to dental work performed on and after that date, the basis for payment for covered services shall be changed from the 1987 Manitoba Dental Association Fee Schedule to the 1988 Manitoba Dental Association Fee Schedule.

(2) Effective the later of January 1, 1989 or the effective date of the 1989 Manitoba Dental Association Fee Schedule, and limited to dental work performed on and after that date, the basis of payment for covered services shall be changed from the 1988 Manitoba Dental Association Fee Schedule to the 1989 Manitoba Dental Association Fee Schedule.

(3) Effective the later of January 1, 1990 or the effective date of the 1990 Manitoba Dental Association Fee Schedule, and limited to dental work performed on and after that date, the basis of payment for covered services shall be changed from the 1989 Manitoba Dental Association Fee Schedule to the 1990 Manitoba Dental Association Fee Schedule.

(4) Orthodontic Coverage
Effective January 1, 1988, and limited to orthodontic treatments under an approved plan performed on and after that date, orthodontic coverage under the Dental Plan will be continued for dependant children up to the child's nineteenth (19th) birthday provided:
- (a) orthodontic treatment was approved by the carrier and commenced prior to the child's eighteenth (18th) birthday;
- (b) the child continues to be a dependant of the employee.

(5) Effective October 1, 1988 departmental employees will be eligible for dental benefits upon completion of twelve (12) months service within a period of thirty-six (36) consecutive months.

R. S. Olsen
On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J R Buchanan
Witness

Witness

Feb. 24, 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: EMPLOYMENT SECURITY

1. Subject to Article 21 - Change of Work Headquarters, during the term of this Memorandum there will be no lay-offs of:

   a) Regular Employees (full-time or part-time) who are employees as of the date of signing of the Government Employees' Master Agreement.

   b) Departmental employees who are employees as of the date of signing of the Government Employees' Master Agreement and who have accumulated more than twelve (12) months of continuous service unbroken by a lay-off.

   c) Term employees during their term provided they are employees as of the date of signing of the Government Employees' Master Agreement and have accumulated more than twelve (12) months of continuous service as of that date..

   d) An employee who was an employee as of the date of signing the Government Employees' Master Agreement, and who is subsequently converted to regular status on or after that date.

2. Nothing herein shall prevent an employee from requesting a voluntary lay-off. In such a circumstance the following conditions shall apply:

   a) Where the employing authority agrees with such a request a written agreement between the employee and the employing authority shall be made which shall specify the date upon which the employee shall return to work.

   b) An employee whose request for a voluntary lay-off has been granted shall have the option of maintaining any banked overtime or cashing out all or a portion of such banked overtime.

c) An employee who is covered by the provisions of this Memorandum shall continue to be covered by the provisions of this Memorandum after he has returned to work, notwithstanding his voluntary lay-off.

4. This Memorandum shall be attached to and shall form part of the Government Employees' Master Agreement.

5. This memorandum shall become effective on the date of the signing of the Government Employees' Master Agreement (G.E.M.A.) and it shall continue in full force and effect during the period required to renegotiate a renewal,or revision or renewal of the G.E.M.A. Agreement in accordance with Article 2.01 of the G.E.M.A., but in no circumstances shall this period, for the purposes of this Memorandum, extend beyond March 31, 1991.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Province of Manitoba

J R Buchanan
Witness

Witness

Feb. 24, 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: GENERAL PAY ADJUSTMENT

Effective September 23, 1989 the hourly rates of pay in the component Salary Schedules will be increased by a General Pay Adjustment to be determined as follows:

1) Calculate the Total Percentage (%) Change in the Winnipeg Consumer Price Index (CPI) All Items as determined by Statistics Canada for the twelve (12) month period from July 1988 to June 1989. The Total % Change is the sum of the percent changes in each of the twelve (12) months in the period.

$$\begin{bmatrix}\text{Total \%}\\ \text{Change}\end{bmatrix} = \begin{bmatrix}\text{\% Change in Index}\\ \text{from July '87 to July '88}\end{bmatrix} + \begin{bmatrix}\frac{\text{Aug.'88}}{\text{Aug.'87}}\end{bmatrix} + \ldots\ldots + \begin{bmatrix}\frac{\text{June '89}}{\text{June '88}}\end{bmatrix}$$

2) Calculate the Average Percentage (%) Change by dividing the Total % Change by twelve (12). Round to the nearest tenth (1/10th) of a percent.

3) The General Pay Adjustment (GPA) will consist of two components -- (a) a percentage component and (b) a dollar component.
   a) Calculate the percentage component of the General Pay Adjustment by dividing the Average Percentage Change by 2 and rounding to the nearest hundredth (1/100th) of a percent.
   b) Calculate the dollar component of the General Pay Adjustment by applying the percentage component to the average bi-weekly salary in the bargaining unit. For purposes of this calculation the average salary will be $1,100.00 bi-weekly. The hourly amount will be calculated on the basis of the appropriate hours of work for the classification (i.e. 36 1/4 or 40 hours per week).

4) The hourly rates for each classification in the component Salary Schedules will be increased by:
   a) applying the percentage component of the GPA;
   b) then applying the dollar component of the GPA;
   c) rounding the result to the nearest cent.

5) Example Calculation - if the Average % Change as determined in (2) equals 3%.

a) Percentage component of CPA would be 1.50% (Based on $\frac{3\%}{2}$ = 1.50%)

b) The Dollar component is calculated as follows:
$1100.00 x 1.50% = $16.50 bi-weekly.

i) For 40 hour per week classes
$\frac{16.50}{80}$ = $0.206 per hour

ii) for 36 1/4 hour per week classes
$\frac{16.50}{72.5}$ = $0.228 per hour.

c) Increase the hourly rates for each classification in the component pay plans by:

i) for 40 hour per week classes
1.50% plus 20.6c per hour

ii) for 36 1/4 hour per week classes
1.50% plus 22.8c per hour

Round the result to the nearest cent.

R.P. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J R Buchanan

Witness

Witness

Feb. 24, 1988

Date

MEMORANDUM OF AGREEMENT

SUBJECT: JOINT EMPLOYEE ASSISTANCE PROGRAM

1) A Joint Employee Assistance Program Committee will be established consisting of up to four (4) representatives appointed by each party to the Agreement.

2) Leave without loss of pay will be granted to up to three (3) representatives of the Association to attend Committee meetings.

R.D. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J R Buchanan

Witness

Witness

Feb. 24, 1988

Date

MEMORANDUM OF AGREEMENT

SUBJECT: MATERNITY LEAVE

The parties agree that for and in consideration of the Maternity Leave provisions negotiated into the 1987-90 Government Employees' Master Agreement, the Manitoba Government Employees' Association hereby agrees not to process to arbitration any grievances respecting the utilization of accumulated sick leave credits to cover part or all of an employee's maternity leave.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J R Buchanan.
Witness

Witness

Feb 24, 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: REMOTENESS ALLOWANCE

1. Thompson, Wabowden, Crane River, Matheson Island and Anama Bay are not designated as a "prescribed area" for Northern Residents' Tax Deduction purposes. If any of these locations become designated as a "prescribed area", the bi-weekly Remoteness Allowance will revert to the rates which were in effect as of January 1, 1987.

   The effective date of the change to the bi-weekly Remoteness Allowance will be the effective date the location is designated as a "prescribed area".

   No retroactive recovery of Remoteness Allowance will be made from employees if the location is designated as a "prescribed area" on a retroactive basis.

2. If any work location currently designated as a "prescribed area" for Northern Residents' Tax Deduction purposes ceases to be designated as a "prescribed area", the Remoteness Allowance will be increased in accordance with the increase to Thompson. Such increase will be implemented effective the end of the tax year in which the benefit has been removed.

3. Remoteness Allowances for Thompson, Wabowden, Crane River, Matheson Island and Anama Bay will be increased in accordance with the following:

Date	Single	Dependent
September 26, 1987	$10.00	$10.00
September 24, 1988	$10.00	$10.00
September 23, 1989	$ 5.00	$ 5.00

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan.
Witness

Witness

Feb. 24 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: REMOTENESS ALLOWANCE SECTION 1:12
BUNKHOUSE OR SIMILAR ACCOMMODATIONS

The parties hereto agree that the rates for the locations set out below will be maintained until the application of the provisions of Section 1:12 would provide a higher allowance. These amounts will be paid in lieu of the 25% of the Remoteness Allowance payable under Section 1:12. The payment of the additional 25% of Remoteness Allowance to employees stationed on a semi permanent basis applies to employees who qualify at these locations.

Location	
Bisset	$19.49
God's Lake Narrows	41.54
Island Lake	40.14
Norway House	34.59

R.P. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan

Witness

Witness

Feb 24, 1988

Date

MEMORANDUM OF AGREEMENT

SUBJECT: VACATION FOR 45, 50/40 and 54 HOUR PER WEEK EMPLOYEES

This Memorandum of Agreement will serve to confirm the understanding of the parties with respect to the vacation benefits to be provided to those designated departmental employees of the Department of Highways who have regularly been assigned by the department to work a work week of forty-five (45), fifty/forty (50/40) or fifty-four (54) hours as set out in Article 2:03 (a), (b) and (c) of the Trades Component Sub-Agreement.

It is further understood and agreed that these provisions will apply only when:

a) vacation time is taken by the employees; or
b) the employee has been laid off with vacation owing; or
c) the employing authority has been unable to schedule part or all of an employee's vacation within the vacation year as provided in Section :08 of the Vacation Article of the Government Employees' Master Agreement.

Under no other circumstances will these provisions apply to "cash out" or pay in lieu of vacation time taken.

The parties agree that when taking vacation, eligible employees will receive pay based on the following:

a) a nine (9) hour day in the case of the forty-five (45) hour per week employees; or
b) a nine (9) hour day in the case of the fifty/forty (50/40) hour per week employees; or
c) an eleven (11) hour day in the case of the fifty-four (54) hour per week employees except for a ten (10) hour day on Friday.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan
Witness

Witness

Feb. 24, 1988
Date

MEMORANDUM OF AGREEMENT

SUBJECT: WORKERS' COMPENSATION

This will confirm the agreement of the parties to meet to review issues relative to all aspects of Workers' Compensation.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan

Witness

Witness

Feb. 24, 1983

Date

LETTER OF INTENT

SUBJECT: JOB SHARING

1) Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two (2) or more employees on a part-time basis.

2) The Civil Service Commission will endeavour to inform the Association of existing job share situations within the bargaining unit within sixty (60) days of the signing of this Agreement.

3) The Civil Service Commission will inform the Association of new job share arrangements within the bargaining unit as they are brought to its attention.

4) It is also agreed that the Civil Service Commission will consult with the Association during the life of this collective agreement on the subject of job sharing and its impact on the bargaining unit.

Assistant Deputy Minister
Labour Relations

February 24/1988
Date

ADMINISTRATION COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees within this Sub-Agreement shall work seven and one quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M., from Monday to Friday inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

2:02 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:01, the employing authority, with the approval of the Civil Service Commission, may set different hours.

2:03 The number of daily and weekly hours as described in Section 2:01 may only be varied by mutual consent of the parties hereto.

2:04 Employees will be entitled to two rest periods of fifteen (15) minutes each per day at such time as may be specified by the head of the department.

2:05 The government policy regarding flexible hours for 'office' employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work beyond normal hours.

3:02 This Article dealing with compensation for overtime shall apply only to those employees who are in the classifications listed in the Overtime Schedule attached to this Sub-Agreement.

3:03 At the employee's option, authorized overtime shall be compensated by paying the employee for all hours worked at the applicable overtime rate or by granting the employee applicable time off in lieu.

3:04 An employee who is required to work beyond seven and one-quarter (7 1/4) hours on his scheduled work day is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

3:05 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for the first four (4) hours of overtime and double time (2x) for all time worked thereafter.

3:06 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all hours worked. Second in this context means the second day in a series of consecutive calendar days of rest.

3:07 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement cannot be reached within the sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

3:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:03 Time off under 4:02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within sixty (60) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

ACTING STATUS

5:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

5:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

STAND-BY

7:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

Effective March 26, 1988 the stand-by rate shall be six dollars and fifty cents ($6.50) on a regular working day, and thirteen dollars ($13.00) on a day of rest or on a paid holiday.

Effective March 25, 1989 the stand-by rate shall be seven dollars ($7.00) on a regular working day, and fourteen dollars ($14.00) on a day of rest or on a paid holiday.

Effective March 24, 1990 the stand-by rate shall be seven dollars and fifty cents ($7.50) on a regular working day, and fifteen dollars ($15.00) on a day of rest or on a paid holiday.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

7:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

7:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

STAFF DEVELOPMENT

8:01 The parties recognize the desirability of ongoing staff development; and Educational Leave practices shall be as set forth from time to time in the Regulations under the Civil Service Act with respect thereto.

DEFERRED SALARY LEAVE PLAN

9:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Administration Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan.

9:02 The implementation of the DSLP will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

G. Hodges
Witness

Robin Nolan
For the Component Negotiating Committee

OVERTIME SCHEDULE

Accountant 1
Accountant 2
Administrative Officer
Administrative Officer 1
Audit Accountant 1
Budget Analyst 1
Computer Programmer 1
Emergency Measures Officer
Motor Vehicle Administrator
Purchasing Agent 1
Resident Administrator 1
Student Auditor 1
Student Auditor 2
Student Auditor 3
Student Auditor 4
Systems Analyst 1
Systems Analyst 2

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

```
  CLASSIFICATION      PAY
      TITLE           CODE

ACCOUNTANT 1          A1
 EFF  87 09 26             24662    25513    26440    27348    28350    29372
                          945.40   978.03  1013.55  1048.35  1086.78  1125.93
                           13.04    13.49    13.98    14.46    14.99    15.53

ACCOUNTANT 2          A2
 EFF  87 09 26             27859    28842    29920    31074    32209    33476
                         1067.93  1105.63  1146.95  1191.18  1234.68  1283.25
                           14.73    15.25    15.82    16.43    17.03    17.70

ACCOUNTANT 3          A3
 EFF  87 09 26             31641    32776    34024    35310    36653    38109
                         1212.93  1256.43  1304.28  1353.58  1405.05  1460.88
                           16.73    17.33    17.99    18.67    19.38    20.15

ACCOUNTANT 4          A4
 EFF  87 09 26             34856    36199    37561    39036    40625    42213
                         1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                           18.43    19.14    19.86    20.64    21.48    22.32

ADMIN ANALYST         AAN
 EFF  87 09 26             33400    34856    36199    37561    39036    40625
                         1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                           17.66    18.43    19.14    19.86    20.64    21.48

                           42213
                         1618.20
                           22.32

ADMIN OFFICER         AO
 EFF  87 09 26             24757    25551    26421    27329    28256    29239
                          949.03   979.48  1012.83  1047.63  1083.15  1120.85
                           13.09    13.51    13.97    14.45    14.94    15.46

ADMIN OFFICER 1       AO1
 EFF  87 09 26             26856    27859    28842    29920    31074    32209
                         1029.53  1067.93  1105.63  1146.95  1191.18  1234.68
                           14.20    14.73    15.25    15.82    16.43    17.03

ADMIN OFFICER 2       AO2
 EFF  87 09 26             30487    31641    32776    34024    35310    36653
                         1168.70  1212.93  1256.43  1304.28  1353.58  1405.05
                           16.12    16.73    17.33    17.99    18.67    19.38
```

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE						
ADMIN OFFICER 3	X03						
EFF 87 09 26		32193	33408	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.96	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
		40360					
		1547.15					
		21.34					
ADMIN OFFICER 3 PIO	A03						
EFF 87 09 26		32776	34024	35310	36653	38109	39585
		1256.43	1304.28	1353.58	1405.05	1460.88	1517.43
		17.33	17.99	18.67	19.38	20.15	20.93
ADMIN OFFICER 4	X04						
EFF 87 09 26		36767	38147	39603	41184	42800	44502
		1409.40	1462.33	1518.15	1577.60	1640.68	1705.93
		19.44	20.17	20.94	21.76	22.63	23.53
		46374					
		1777.70					
		24.52					
ADMIN OFFICER 4 PIO	A04						
EFF 87 09 26		33570	34856	36199	37561	39036	40625
		1286.88	1336.18	1387.65	1439.85	1496.40	1557.30
		17.75	18.43	19.14	19.86	20.64	21.48
ADMINR MUN SERV BR	AMU						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
AIRPORT MANAGER 1	RM1						
EFF 87 09 26		23868	24662	25513	26448	27348	28350
		914.95	945.40	978.03	1013.85	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
AIRPORT MANAGER 2	RM2						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03

FFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE						
AIRPORT MANAGER 3	AM3						
EFF 87 09 26		30487	31641	32776	34024	35310	36653
		1168.70	1212.93	1256.43	1304.28	1353.58	1405.05
		16.12	16.73	17.33	17.99	18.67	19.38
ASSOC DIR VO CONT	ADV						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
ASST DIR INFO SERV	ADI						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
ASST MGR CLAIMS	AMC						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
ASST PRINCIPAL EDUC	APE						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
		50460					
		1934.30					
		26.68					
AUDIT ACCOUNTANT 1	AN1						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE						
AUDIT ACCOUNTANT 2	AN2						
EFF 87 09 26		34024	35310	36653	38109	39585	41154
		1304.28	1353.58	1405.05	1460.88	1517.43	1577.60
		17.99	18.67	19.38	20.15	20.93	21.76
AUDIT REVIEW OFF	ARO						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
		54942	57344				
		2106.13	2198.20				
		29.05	30.32				
BUDGET ANALYST 1	BA1						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
		31622	32833	34062	35424		
		1212.20	1258.60	1305.73	1357.93		
		16.72	17.36	18.01	18.73		
BUDGET ANALYST 2	BA2						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
BUDGET ANALYST 3	BA3						
EFF 87 09 26		36767	38147	39603	41154	42800	44502
		1409.40	1462.33	1518.15	1577.60	1640.68	1705.93
		19.44	20.17	20.94	21.76	22.63	23.53
		46374					
		1777.70					
		24.52					

```
  CLASSIFICATION      PAY
      TITLE           CODE

CH COMMUNITY COLLEGE  CCC
 EFF  87 09 26               39774    41363    42989    44729    46639    48625
                           1524.68  1585.58  1647.93  1714.63  1787.85  1863.98
                             21.03    21.87    22.73    23.65    24.66    25.71

                             50762
                           1945.90
                             26.84

COMPTR PROGRAM 2 PIO  CP2
 EFF  87 09 26               33400    34856    36199    37561    39036    40625
                           1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                             17.66    18.43    19.14    19.86    20.64    21.48

                             42213
                           1618.20
                             22.32
COMPUTER PROGRAM 1    CP1
 EFF  87 09 26               25513    26440    27348    28350    29372    30469
                            978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                             13.49    13.98    14.46    14.99    15.53    16.11

                             31622    32833    34062    35424
                           1212.20  1258.60  1305.73  1357.93
                             16.72    17.36    18.01    18.73

COMPUTER PROGRAM 2A   X2A
 EFF  87 09 26               29958    31055    32190    33400    34648    35972
                           1148.40  1190.45  1233.95  1280.35  1328.20  1378.95
                             15.84    16.42    17.02    17.66    18.32    19.02

                             37391    38866    40360
                           1433.33  1489.88  1547.15
                             19.77    20.55    21.34

COMPUTER PROGRAM 2B   X2B
 EFF  87 09 26               34856    36199    37561    39036    40625    42213
                           1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                             18.43    19.14    19.86    20.64    21.48    22.32

                             43916
                           1683.45
                             23.22
  CLASSIFICATION       PAY
      TITLE            CODE

 COMPUTER PROGRAM 3    CP3
  EFF  87 09 26
                           36767     38147     39603     41154     42800     44502
                         1409.40   1462.33   1518.15   1577.60   1640.68   1705.93
                           19.44     20.17     20.94     21.76     22.63     23.53

                           46374
                         1777.70
                           24.52

 COMPUTER PROGRAM 4    CP4
  EFF  87 09 26
                           38147     39603     41154     42800     44502     46374
                         1462.33   1518.15   1577.60   1640.68   1705.93   1777.70
                           20.17     20.94     21.76     22.63     23.53     24.52

                           48341
                         1853.10
                           25.56

 COMPUTER PROGRAM 5    CP5
  EFF  87 09 26
                           41154     42800     44502     46374     48341     50460
                         1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                           21.76     22.63     23.53     24.52     25.56     26.68

                           52635
                         2017.68
                           27.83

 CONSULTANT SPEC ED    CED
  EFF  87 09 26
                           38147     39603     41154     42800     44502     46374
                         1462.33   1518.15   1577.60   1640.68   1705.93   1777.70
                           20.17     20.94     21.76     22.63     23.53     24.52

                           48341
                         1853.10
                           25.56

 COORD NEW CAREER ED   CNC
  EFF  87 09 26
                           41154     42800     44502     46374     48341     50460
                         1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                           21.76     22.63     23.53     24.52     25.56     26.68

 COORD PHARM SERV      CPH
  EFF  87 09 26
                           36199     37561     39036     40625     42213     43916
                         1387.65   1439.85   1496.40   1557.30   1618.20   1683.45
                           19.14     19.86     20.64     21.48     22.32     23.22
  CLASSIFICATION      PAY
      TITLE           CODE

 CURRICULUM CONSULT   CRC
  EFF  87 09 26              39603     41154     42800     44502     46374     48341
                           1518.15   1577.60   1640.68   1705.93   1777.70   1853.10
                             20.94     21.76     22.63     23.53     24.52     25.56

                             50460
                           1934.30
                             26.68

 DEP COORD EMO        DCM
  EFF  87 09 26              34856     36199     37561     39036     40625     42213
                           1336.18   1387.65   1439.85   1496.40   1557.30   1618.20
                             18.43     19.14     19.86     20.64     21.48     22.32

 DEP PUBLIC TRUSTEE   DPT
  EFF  87 09 26              38147     39603     41154     42800     44502     46374
                           1462.33   1518.15   1577.60   1640.68   1705.93   1777.70
                             20.17     20.94     21.76     22.63     23.53     24.52

                             48341     50460
                           1853.10   1934.30
                             25.56     26.68

 DIR TRAINING SERV    DTS
  EFF  87 09 26              41154     42800     44502     46374     48341     50460
                           1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                             21.76     22.63     23.53     24.52     25.56     26.68

 ED ADMIN CONSULTANT  EAC
  EFF  87 09 26              41154     42800     44502     46374     48341     50460
                           1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                             21.76     22.63     23.53     24.52     25.56     26.68

                             52635
                           2017.68
                             27.83

 EDUCATIONAL DEV OFF  EDO
  EFF  87 09 26              34856     36199     37561     39036     40625     42213
                           1336.18   1387.65   1439.85   1496.40   1557.30   1618.20
                             18.43     19.14     19.86     20.64     21.48     22.32

                             43916
                           1683.48
                             23.22
  CLASSIFICATION      PAY
      TITLE           CODE

 FINANCIAL CONSULTNT  FCN
  EFF  87 09 26
                         33400     34856     36199     37561     39036     40625
                       1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                         17.66     18.43     19.14     19.86     20.64     21.48

                         42213
                       1618.20
                         22.32

 HEALTH COMM OFF 1    HF1
  EFF  87 09 26
                         29958     31055     32190     33400     34648     35972
                       1148.40   1190.45   1233.95   1280.35   1328.20   1378.95
                         15.84     16.42     17.02     17.66     18.32     19.02

                         37391     38866     40360
                       1433.33   1489.88   1547.15
                         19.77     20.55     21.34

 HEALTH COMM OFF 2    HF2
  EFF  87 09 26
                         33400     34856     36199     37561     39036     40625
                       1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                         17.66     18.43     19.14     19.86     20.64     21.48

                         42213
                       1618.20
                         22.32

 HEALTH COMM OFF 3    HF3
  EFF  87 09 26
                         36767     38147     39603     41154     42800     44502
                       1409.40   1462.33   1518.15   1577.60   1640.68   1705.93
                         19.44     20.17     20.94     21.76     22.63     23.53

                         46374
                       1777.70
                         24.52
  CLASSIFICATION      PAY
      TITLE           CODE

HEALTH COMM OFF 4     HF4
 EFF  87 09 26
                        39603    41154    42800    44502    46374    48341
                      1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                        20.94    21.76    22.63    23.53    24.52    25.56

                        50460
                      1934.30
                        26.68

HOSP CONSUL FIN PIO   HCF
 EFF  87 09 26
                        39603    41154    42800    44502    46374    48341
                      1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                        20.94    21.76    22.63    23.53    24.52    25.56

HOUSING AUTH COORD    HAC
 EFF  87 09 26
                        33400    34856    36199    37561    39036    40625
                      1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                        17.66    18.43    19.14    19.86    20.64    21.48

                        42213
                      1618.20
                        22.32

LIBRARY DIRECTOR 1    LD1
 EFF  87 09 26
                        38147    39603    41154    42800    44502    46374
                      1462.33  1518.15  1577.60  1640.68  1705.93  1777.70
                        20.17    20.94    21.76    22.63    23.53    24.52

MANAGEMENT ANALYST 1  MS1
 EFF  87 09 26
                        25494    26421    27348    28369    29390    30506
                       977.30  1012.83  1048.35  1087.50  1126.65  1169.43
                        13.48    13.97    14.46    15.00    15.54    16.13

                        31660    32889    34176    35518
                      1213.65  1260.78  1310.08  1361.55
                        16.74    17.39    18.07    18.78
  CLASSIFICATION       PAY
      TITLE            CODE

MANAGEMENT ANALYST 2  MB2
 EFF  87 09 26
                            34932     36294     37693     39187     40776     42422
                          1339.08   1391.28   1444.93   1502.20   1563.10   1626.18
                            18.47     19.19     19.93     20.72     21.56     22.43

                            44143
                          1692.15
                            23.34

MANAGEMENT ANALYST 3  MB3
 EFF  87 09 26
                            39774     41363     42989     44729     46639     48625
                          1524.68   1585.58   1647.93   1714.63   1787.85   1863.98
                            21.03     21.87     22.73     23.65     24.66     25.71

                            50762
                          1945.90
                            26.84

MOTOR VEH ADMINISTR   MVA
 EFF  87 09 26
                            28350     29372     30469     31622     32833     34062
                          1086.78   1125.93   1167.98   1212.20   1258.60   1305.73
                            14.99     15.53     16.11     16.72     17.36     18.01

PLANNING CONSULTANT   PCO
 EFF  87 09 26
                            42800     44502     46374     48341     50460     52635
                          1640.68   1705.93   1777.70   1853.10   1934.30   2017.68
                            22.63     23.53     24.52     25.56     26.68     27.83

                            54942     57344
                          2106.13   2198.20
                            29.05     30.32

PRODUCTION SPVR       PSH
 EFF  87 09 26
                            33400     34856     36199     37561     39036     40625
                          1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                            17.66     18.43     19.14     19.86     20.64     21.48

                            42213
                          1618.20
                            22.32
  CLASSIFICATION      PAY
      TITLE           CODE

 PROGRAM COORD EDUC   PCD
  EFF  87 09 26
                          42800    44502    46374    48341    50460    52635
                        1640.68  1705.93  1777.70  1853.10  1934.30  2017.68
                          22.63    23.53    24.52    25.56    26.68    27.83

                          54942    57344
                        2106.13  2198.20
                          29.05    30.32

 PROGRAM COORD EX SE  PCE
  EFF  87 09 26
                          34856    36199    37561    39036    40625    42213
                        1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                          18.43    19.14    19.86    20.64    21.48    22.32

                          43916
                        1683.45
                          23.22

 PURCHASING AGENT 1   PA1
  EFF  87 09 26
                          25513    26440    27348    28350    29372    30469
                         978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                          13.49    13.98    14.46    14.99    15.53    16.11

 PURCHASING AGENT 2   PA2
  EFF  87 09 26
                          31641    32776    34024    35310    36653    38109
                        1212.93  1256.43  1304.28  1353.58  1405.05  1460.88
                          16.73    17.33    17.99    18.67    19.38    20.15

 PURCHASING AGENT 3   PA3
  EFF  87 09 26
                          34024    35310    36653    38109    39585    41154
                        1304.28  1353.58  1405.05  1460.88  1517.43  1577.60
                          17.99    18.67    19.38    20.15    20.93    21.76

 REGIONAL COORD CDS   RCD
  EFF  87 09 26
                          39603    41154    42800    44502    46374    48341
                        1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                          20.94    21.76    22.63    23.53    24.52    25.56

                          50460
                        1934.30
                          26.68
```

CLASSIFICATION TITLE	PAY CODE							
RESIDENT ADMINSTR 1	RA1							
EFF 87 09 26		29372	30469	31622	32833	34062	35424	
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93	
		15.53	16.11	16.72	17.36	18.01	18.73	
RESIDENT ADMINSTR 2	RA2							
EFF 87 09 26		33400	34648	35972	37391	38866	40360	
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15	
		17.66	18.32	19.02	19.77	20.55	21.34	
RESIDENT ADMINSTR 3	RA3							
EFF 87 09 26		34856	36199	37561	39036	40625	42213	
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20	
		18.43	19.14	19.86	20.64	21.48	22.32	
RESIDENT ADMINSTR 4	RA4							
EFF 87 09 26		38147	39603	41154	42800	44502	46374	
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70	
		20.17	20.94	21.76	22.63	23.53	24.52	
RESIDENT ADMINSTR 5	RA5							
EFF 87 09 26		39603	41154	42800	44502	46374	48341	
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10	
		20.94	21.76	22.63	23.53	24.52	25.56	
RESIDENT ADMINSTR 6	RA6							
EFF 87 09 26		41154	42800	44502	46374	48341	50460	
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30	
		21.76	22.63	23.53	24.52	25.56	26.68	
SECRETARY MHRC	SSH							
EFF 87 09 26		39603	41154	42800	44502	46374	48341	50460
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		20.94	21.76	22.63	23.53	24.52	25.56	26.68

CLASSIFICATION TITLE	PAY CODE						
SECRETARY MHSC	SMH						
EFF 87 09 26		35443	36767	38147	39603	41154	42800
		1358.65	1409.40	1462.33	1518.15	1577.60	1640.68
		18.74	19.44	20.17	20.94	21.76	22.63
		44502	46374				
		1705.93	1777.70				
		23.53	24.52				
SECRETARY MUN BD	SMB						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
		50460					
		1934.30					
		26.68					
SECRETARY UGC	SGC						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
SPVR FOOD SERV RRCC	SVF						
EFF 87 09 26		36199	37561	39036	40625	42213	43916
		1387.65	1439.85	1496.40	1557.30	1618.20	1683.45
		19.14	19.86	20.64	21.48	22.32	23.22
SPVR SCHOOL BRDCSTS	SSB						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
		48341	50460				
		1853.10	1934.30				
		25.56	26.68				

```
  CLASSIFICATION      PAY
      TITLE           CODE

 SPVR SCHOOL TRANSP   SVT
  EFF  87 09 26            34856    36199    37561    39036    40625    42213
                         1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                           18.43    19.14    19.86    20.64    21.48    22.32

                           43916
                         1683.45
                           23.22

 SR CONSUL INSTR P&E  SCE
  EFF  87 09 26            38147    39603    41154    42800    44502    46374
                         1462.33  1518.15  1577.60  1640.68  1705.93  1777.70
                           20.17    20.94    21.76    22.63    23.53    24.52

                           48341
                         1853.10
                           25.56

 STUDENT AUDITOR 1    SA1
  EFF  87 09 26            16700    17192    17702    18251    18799    19423
                          640.18   659.03   678.60   699.63   720.65   744.58
                            8.83     9.09     9.36     9.65     9.94    10.27

 STUDENT AUDITOR 2    SA2
  EFF  87 09 26            21636    22317    23092    23868    24662    25513
                          829.40   855.50   885.23   914.95   945.40   978.03
                           11.44    11.80    12.21    12.62    13.04    13.49

 STUDENT AUDITOR 3    SA3
  EFF  87 09 26            23092    23868    24662    25513    26440    27348
                          885.23   914.95   945.40   978.03  1013.55  1048.35
                           12.21    12.62    13.04    13.49    13.98    14.46

 STUDENT AUDITOR 4    SA4
  EFF  87 09 26            26440    27348    28350    29372    30469    31622
                         1013.55  1048.35  1086.78  1125.93  1167.98  1212.20
                           13.98    14.46    14.99    15.53    16.11    16.72

 SYSTEMS ANALYST 1    SL1
  EFF  87 09 26            25948    26856    27859    28842    29920    31074
                          994.70  1029.50  1067.93  1105.63  1146.95  1191.18
                           13.72    14.20    14.73    15.25    15.82    16.43
 CLASSIFICATION     PAY
     TITLE          CODE

SYSTEMS ANALYST 2   SL2
 EFF  87 09 26
                       27859    28842    29920    31074    32209    33476
                     1067.93  1105.63  1146.95  1191.18  1234.68  1283.25
                       14.73    15.25    15.82    16.43    17.03    17.70

SYSTEMS ANALYST 3   SL3
 EFF  87 09 26
                       30487    31641    32776    34024    35310    36653
                     1168.70  1212.93  1256.43  1304.28  1353.58  1405.05
                       16.12    16.73    17.33    17.99    18.67    19.38

SYSTEM  COORD PIO   SYC
 EFF  87 09 26
                       36767    38147    39603    41154    42800    44502
                     1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                       19.44    20.17    20.94    21.76    22.63    23.53

                       46374
                     1777.70
                       24.52

SYSTEMS COORD 1     SY1
 EFF  87 09 26
                       36767    38147    39603    41154    42800    44502
                     1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                       19.44    20.17    20.94    21.76    22.63    23.53

                       46374
                     1777.70
                       24.52

SYSTEMS COORD 2     SY2
 EFF  87 09 26
                       39603    41154    42800    44502    46374    48341
                     1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                       20.94    21.76    22.63    23.53    24.52    25.56

                       50460
                     1934.30
                       26.68

SYSTEMS COORD 3     SY3
 EFF  87 09 26
                       42800    44502    46374    48341    50460    52635
                     1640.68  1705.93  1777.70  1853.10  1934.30  2017.68
                       22.63    23.53    24.52    25.56    26.68    27.83

                       54942    57344
                     2106.13  2198.20
                       29.05    30.32
```

CLASSIFICATION TITLE	PAY CODE						
TAX AUDIT SPVR	TXS						
EFF 87 09 26		46374	48341	50460	52635	54942	57344
		1777.70	1853.10	1934.30	2017.68	2106.13	2198.20
		24.52	25.56	26.68	27.83	29.05	30.32
TAX AUDITOR 1	TX1						
EFF 87 09 26		33400	34648	35972	37391	38866	40360
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15
		17.66	18.32	19.02	19.77	20.55	21.34
TAX AUDITOR 2	TX2						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
TAX AUDITOR 3	TX3						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.68
TAX AUDITOR 4	TX4						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
TELECOMM DEV OFF	TDF						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
		50460					
		1934.30					
		26.68					
TRAINING CONSULTANT	TRC						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
		43916					
		1683.46					
		23.22					

CLASSIFICATION TITLE	PAY CODE						
ACCOUNTANT 1	A1						
EFF 88 09 24		25420	26278	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
ACCOUNTANT 2	A2						
EFF 88 09 24		28691	29712	30809	32000	33173	34478
		1099.83	1138.98	1181.03	1226.70	1271.65	1321.68
		15.17	15.71	16.29	16.92	17.54	18.23
ACCOUNTANT 3	A3						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
ACCOUNTANT 4	A4						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
ADMIN ANALYST	AAN						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
ADMIN OFFICER	AO						
EFF 88 09 24		26402	27216	28104	29050	29996	31017
		1012.10	1043.28	1077.35	1113.60	1149.85	1189.00
		13.96	14.39	14.86	15.36	15.86	16.40
ADMIN OFFICER 1	AO1						
EFF 88 09 24		27665	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
ADMIN OFFICER 2	AO2						
EFF 88 09 24		31396	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96

CLASSIFICATION TITLE	PAY CODE						
ADMIN OFFICER 3	XO3						
EFF 88 09 24		33154	34403	35689	37050	38507	40039
		1270.93	1318.78	1368.08	1420.28	1476.10	1534.83
		17.53	18.19	18.87	19.59	20.36	21.17
		41570					
		1593.55					
		21.98					
ADMIN OFFICER 3 PIO	AO3						
EFF 88 09 24		33759	35046	36369	37750	39244	40776
		1294.13	1343.43	1394.18	1447.10	1504.38	1563.10
		17.85	18.53	19.23	19.96	20.75	21.56
ADMIN OFFICER 4	XO4						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
ADMIN OFFICER 4 PIO	AO4						
EFF 88 09 24		34573	35897	37277	38696	40209	41835
		1325.30	1376.05	1428.98	1483.35	1541.35	1603.70
		18.28	18.98	19.71	20.46	21.26	22.12
ADMINR MUN SERV BR	AMU						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
AIRPORT MANAGER 1	RM1						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44
AIRPORT MANAGER 2	RM2						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54

CLASSIFICATION TITLE	PAY CODE						
AIRPORT MANAGER 3	RM3						
EFF 88 09 24		31395	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96
ASSOC DIR VD CONT	ADV						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
ASST DIR INFO SERV	ADI						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
ASST MGR CLAIMS	AMC						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
ASST PRINCIPAL EDUC	APE						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
AUDIT ACCOUN/ANT 1	AN1						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
AUDIT ACCOUNTANT 2	AN2						
EFF 88 09 24		35046	36369	37750	39244	40776	42384
		1343.43	1394.18	1447.10	1504.38	1563.10	1624.73
		18.53	19.23	19.96	20.75	21.56	22.41

SALARY SCHEDULE - APPENDIX A1

ADMINISTRATION

```
  CLASSIFICATION      PAY
       TITLE          CODE

 AUDIT REVIEW OFF     ARO
  EFF  88 09 24           44086    45845    47774    49798    51973    54204
                        1689.98  1757.40  1831.35  1908.53  1992.30  2077.85
                          23.31    24.24    25.26    26.33    27.48    28.66

                          56587    59065
                        2169.20  2264.18
                          29.92    31.23

 BUDGET ANALYST 1     BA1
  EFF  88 09 24           26270    27234    28161    29201    30260    31376
                        1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                          13.89    14.40    14.89    15.44    16.00    16.59

                          32568    33816    35083    36483
                        1248.45  1296.30  1344.88  1398.53
                          17.22    17.88    18.55    19.29

 BUDGET ANALYST 2     BA2
  EFF  88 09 24           34403    35897    37277    38696    40209    41835
                        1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                          18.19    18.98    19.71    20.46    21.26    22.12

                          43481
                        1666.76
                          22.99

 BUDGET ANALYST 3     BA3
  EFF  88 09 24           37863    39301    40795    42384    44086    45845
                        1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                          20.02    20.78    21.57    22.41    23.31    24.24

                          47774
                        1831.35
                          25.26
 CLASSIFICATION      PAY
     TITLE           CODE

CH COMMUNITY COLLEGE  CCC
 EFF  88 09 24              40965    42611    44275    46072    48039    50081
                          1570.35  1633.43  1697.23  1766.10  1841.50  1919.80
                            21.66    22.53    23.41    24.36    25.40    26.48

                            52294
                          2004.63
                            27.65

COMPTR PROGRAM 2 PIO  CP2
 EFF  88 09 24              34403    35897    37277    38696    40209    41835
                          1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                            18.19    18.98    19.71    20.46    21.26    22.12

                            43481
                          1666.78
                            22.99

COMPUTER PROGRAM 1    CP1
 EFF  88 09 24              26270    27234    28161    29201    30260    31376
                          1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                            13.89    14.40    14.89    15.44    16.00    16.59

                            32568    33816    35083    36483
                          1248.45  1296.30  1344.88  1398.53
                            17.22    17.88    18.55    19.29

 OMPUTER PROGRAM 2A   X2A
 EFF  88 09 24              30866    31982    33154    34403    35689    37050
                          1183.20  1225.98  1270.93  1318.78  1368.08  1420.28
                            16.32    16.91    17.53    18.19    18.87    19.59

                            38507    40039    41570
                          1476.10  1534.83  1593.55
                            20.36    21.17    21.98
```

CLASSIFICATION TITLE	PAY CODE						
COMPUTER PROGRAM 2B	X2B						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.78	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					
COMPUTER PROGRAM 3	CP3						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
COMPUTER PROGRAM 4	CP4						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
		49798					
		1908.93					
		26.33					
COMPUTER PROGRAM 5	CP5						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
		54284					
		2077.85					
		28.66					

```
  CLASSIFICATION       PAY
      TITLE            CODE

CONSULTANT SPEC ED     CED
 EFF  88 09 24                39301    40795    42384    44086    45845    47774
                            1506.55  1563.83  1624.73  1689.98  1757.40  1831.35
                              20.78    21.57    22.41    23.31    24.24    25.26

                              49798
                            1908.93
                              26.33

COORD NEW CAREER ED    CNC
 EFF  88 09 24                42384    44086    45845    47774    49798    51973
                            1624.73  1689.98  1757.40  1831.35  1908.93  1992.30
                              22.41    23.31    24.24    25.26    26.33    27.48

COORD PHARM SERV       CPH
 EFF  88 09 24                37277    38696    40209    41835    43481    45240
                            1428.98  1483.35  1541.35  1603.70  1666.78  1734.20
                              19.71    20.46    21.26    22.12    22.99    23.92

CURRICULUM CONSULT     CRC
 EFF  88 09 24                40795    42384    44086    45845    47774    49798
                            1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                              21.57    22.41    23.31    24.24    25.26    26.33

                              51973
                            1992.30
                              27.48

DEP COORD EMO          DCM
 EFF  88 09 24                35897    37277    38696    40209    41835    43481
                            1376.05  1428.98  1483.35  1541.35  1603.70  1666.78
                              18.98    19.71    20.46    21.26    22.12    22.99

DEP PUBLIC TRUSTEE     DPT
 EFF  88 09 24                39301    40795    42384    44086    45845    47774
                            1506.55  1563.83  1624.73  1689.98  1757.40  1831.35
                              20.78    21.57    22.41    23.31    24.24    25.26

                              49798    51973
                            1908.93  1992.30
                              26.33    27.48
```

CLASSIFICATION TITLE	PAY CODE						
DIR TRAINING SERV	DTB						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
ED ADMIN CONSULTANT	EAC						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
		54234					
		2077.85					
		28.66					
EDUCATIONAL DEV OFF	EDO						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					
FINANCIAL CONSULTNT	FCN						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
HEALTH COMM OFF 1	HF1						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			

```
  CLASSIFICATION       PAY
      TITLE            CODE

 HEALTH COMM OFF 2     HF2
  EFF  88 09 24               34403    35897    37277    38696    40209    41835
                            1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                              18.19    18.98    19.71    20.46    21.26    22.12

                              43481
                            1666.78
                              22.99

 HEALTH COMM OFF 3     HF3
  EFF  88 09 24               37863    39301    40795    42384    44086    45845
                            1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                              20.02    20.78    21.57    22.41    23.31    24.24

                              47774
                            1831.35
                              25.26

 HEALTH COMM OFF 4     HF4
  EFF  88 09 24               40795    42384    44086    45845    47774    49798
                            1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                              21.57    22.41    23.31    24.24    25.26    26.33

                              51973
                            1992.30
                              27.48

 HOSP CONSUL FIN PIO   HCF
  EFF  88 09 24               40795    42384    44086    45845    47774    49798
                            1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                              21.57    22.41    23.31    24.24    25.26    26.33

 HOUSING AUTH COORD    HAC
  EFF  88 09 24               34403    35897    37277    38696    40209    41835
                            1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                              18.19    18.98    19.71    20.46    21.26    22.12

                              43481
                            1666.78
                              22.99
```

CLASSIFICATION TITLE	PAY CODE						
LIBRARY DIRECTOR 1	LD1						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
MANAGEMENT ANALYST 1	MB1						
EFF 88 09 24		26251	27216	28161	29220	30279	31414
		1006.30	1043.28	1079.53	1120.13	1160.73	1204.23
		13.88	14.39	14.89	15.45	16.01	16.61
		32606	33873	35197	36577		
		1249.90	1298.48	1349.23	1402.15		
		17.24	17.91	18.61	19.34		
MANAGEMENT ANALYST 2	MB2						
EFF 88 09 24		35972	37391	38828	40360	42006	43689
		1378.95	1433.33	1488.43	1547.15	1610.23	1674.75
		19.02	19.77	20.53	21.34	22.21	23.10
		45467					
		1742.90					
		24.04					
MANAGEMENT ANALYST 3	MB3						
EFF 88 09 24		40965	42611	44275	46072	48039	50081
		1570.35	1633.43	1697.23	1766.10	1841.50	1919.80
		21.66	22.53	23.41	24.36	25.40	26.48
		52294					
		2004.63					
		27.65					
MOTOR VEH ADMINISTR	MVA						
EFF 88 09 24		29201	30260	31376	32568	33816	35083
		1119.40	1160.00	1202.78	1248.45	1296.30	1344.88
		15.44	16.00	16.59	17.22	17.88	18.55

CLASSIFICATION TITLE	PAY CODE					
PLANNING CONSULTANT	PCO					
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
		56587	59065				
		2169.20	2264.18				
		29.92	31.23				
PRODUCTION SPVR	PSH						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
PROGRAM COORD EDUC	PCD						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
		56587	59065				
		2169.20	2264.18				
		29.92	31.23				
PROGRAM COORD EX SE	PCE						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					
PURCHASING AGENT 1	PA1						
EFF 88 09 24		26275	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59

CLASSIFICATION TITLE	PAY CODE						
PURCHASING AGENT 2	PA2						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
PURCHASING AGENT 3	PA3						
EFF 88 09 24		35046	36369	37750	39244	40776	42384
		1343.43	1394.18	1447.10	1504.38	1563.10	1624.73
		18.53	19.23	19.96	20.75	21.56	22.41
REGIONAL COORD CDS	RCD						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
RESIDENT ADMINSTR 1	RA1						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
RESIDENT ADMINSTR 2	RA2						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98
RESIDENT ADMINSTR 3	RA3						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.96	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
RESIDENT ADMINSTR 4	RA4						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
RESIDENT ADMINSTR 5	RA5						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33

CLASSIFICATION TITLE	PAY CODE						
RESIDENT ADMINSTR 6	RA6						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
SECRETARY MHRC	SBH						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
SECRETARY MHSC	SMH						
EFF 88 09 24		36502	37863	39301	40795	42384	44086
		1399.25	1451.45	1506.55	1563.83	1624.73	1689.98
		19.30	20.02	20.78	21.57	22.41	23.31
		45845	47774				
		1757.40	1831.35				
		24.24	25.26				
SECRETARY MUN BD	SMB						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
SECRETARY UGC	SGC						
EFF 88 09 24		34403	3589	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					

CLASSIFICATION TITLE	PAY CODE						
SPVR FOOD SERV RRCC	SVF						
EFF 88 09 24		37277	38696	40209	41835	43481	45240
		1428.98	1483.35	1541.35	1603.70	1666.78	1734.20
		19.71	20.46	21.26	22.12	22.99	23.92
SPVR SCHOOL BRDCSTS	SSB						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
		49798	51973				
		1908.93	1992.30				
		26.33	27.48				
SPVR SCHOOL TRANSP	SVT						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					
SR CONSUL INSTR P&E	SCE						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
		49798					
		1908.93					
		26.33					
STUDENT AUDITOR 1	SA1						
EFF 88 09 24		17192	17702	18232	18799	19366	20010
		659.03	678.60	698.90	720.65	742.40	767.05
		9.09	9.36	9.64	9.94	10.24	10.58
STUDENT AUDITOR 2	SA2						
EFF 88 09 24		22279	22979	23792	24586	25400	26270
		854.03	880.86	912.05	942.50	973.68	1007.03
		11.78	12.15	12.58	13.00	13.43	13.89

CLASSIFICATION TITLE	PAY CODE						
STUDENT AUDITOR 3	SA3						
EFF 88 09 24		23792	24586	25440	26270	27234	28161
		912.05	942.50	973.48	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
STUDENT AUDITOR 4	SA4						
EFF 88 09 24		27234	28161	29201	30260	31376	32568
		1044.00	1079.53	1119.40	1160.00	1202.78	1248.45
		14.40	14.89	15.44	16.00	16.59	17.22
SYSTEMS ANALYST 1	SL1						
EFF 88 09 24		26724	27669	28691	29712	30809	32000
		1024.43	1060.68	1099.83	1138.98	1181.03	1226.70
		14.13	14.63	15.17	15.71	16.29	16.92
SYSTEMS ANALYST 2	SL2						
EFF 88 09 24		28691	29712	30809	32000	33173	34478
		1099.83	1138.98	1181.03	1226.70	1271.65	1321.68
		15.17	15.71	16.29	16.92	17.54	18.23
SYSTEMS ANALYST 3	SL3						
EFF 88 09 24		31395	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96
SYSTEMS COORD PIO	SYC						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
SYSTEMS COORD 1	SY1						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					

SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE						
SYSTEMS COORD 2	SY2						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
SYSTEMS COORD 3	SY3						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
		56587	59065				
		2169.20	2264.18				
		29.92	31.23				
TAX AUDIT SPVR	TX5						
EFF 88 09 24		47774	49798	51973	54204	56587	59065
		1831.35	1908.93	1992.30	2077.85	2169.20	2264.18
		25.26	26.33	27.48	28.66	29.92	31.23
TAX AUDITOR 1	TX1						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.56
		18.19	18.87	19.59	20.36	21.17	21.98
TAX AUDITOR 2	TX2						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
TAX AUDITOR 3	TX3						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
TAX AUDITOR 4	TX4						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66

CLASSIFICATION TITLE	PAY CODE						
TELECOMM DEV OFF	TDF						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
TRAINING CONSULTANT	TRC						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					

CLERICAL COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule, hereinafter referred to as Appendix "A" for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement and all articles contained therein shall be applicable to employees in this Component.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement, from the previous Sub-Agreement, shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees, except where otherwise specified within the provisions of this Sub-Agreement shall work thirty-six and one-quarter (36 1/4) hours per week.

2:02 (1) Regular Work Day and Regular Work Week

Employees shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thiry-six and one-quarter (36 1/4) hours per work week. Alterations to the foregoing shall only be by written mutual consent of both the parties to this Collective Agreement. This provision does not relate to the times of work in 2:02(2), or the days of work in 2:02(3).

(2) Times of Work

Normal office hours shall be between 8:30 A.M. and 5:00 P.M, except for Storekeepers and Stores Clerks. Where the necessity to provide service to the public creates a need to set different times of work, the Department, through Labour Relations Division, after meaningful consultation with the M.G.E.A., may set different times of work. This provision does not relate to the work day and work week in 2:02(1), or the days of work in 2:02(3).

(3) Days of Work

The days of work shall be Monday to Friday inclusive except where it is necessary to provide service to the public on Saturdays, when sufficient staff may be maintained at the discretion of the Department.

2:03 Normal hours of work for Storekeepers and Stores Clerks shall be determined by operational requirement, subject to the provisions of 2:02(1) and 2:02(3).

2:04 The Flexible Hours Guidelines for 'office' employees shall apply for the duration of this Sub-Agreement and are attached for informational purposes.

2:05 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such times as may be specified by the head of the department, or the employees' immediate supervisor.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:02 Every reasonable effort shall be made to ensure that all overtime work is distributed equitably amongst employees who are able to perform the required duties.

3:03 An employee who is required to work overtime on his regular work day shall receive compensation at time and one-half (1 1/2x) for all overtime worked.

3:04 An employee who is required to work on his first day of rest shall receive compensation at time and one-half (1 1/2x) for the first four (4) hours and double time (2x) thereafter.

3:05 An employee who is required to work on his second day of rest shall receive compensation at double time (2x) for all time worked. Second in this context means the second day of rest in the employee's work week.

3:06 An employee, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee equivalent time off in lieu thereof.

3:08 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:09 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

SHIFT PREMIUM

4:01 An employee who works a full shift where one-half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and twenty cents ($3.20) for the shift in addition to his regular pay.

Effective March 26, 1988 the shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 the shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 the shift premium shall be increased to four dollars and eighty cents ($4.80).

4:02 The shift premium shall not be included in the calculation of overtime payment, superannuation, group life, sick leave, or other employee benefits.

ACTING STATUS

5:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for ten (10) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

5:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

WEEKEND PREMIUM

7:01 Effective the bi-weekly pay period after the date of signing this collective agreement, an employee shall receive thirty-five cents (35c) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 the weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 the weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 the weekend premium shall be increased to fifty cents (50c).

7:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

7:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert.
President of the Manitoba Government Employees' Association

R.S. Olson
Witness

Ray Calvert
For the Component Negotiating Committee

FLEXIBLE HOURS GUIDELINES

A division or branch within a Department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office shall normally remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after established office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

MEMORANDUM OF AGREEMENT

CLERICAL COMPONENT SUB-AGREEMENT

SUBJECT: COMPUTER OPERATORS - WORK SHIFTS

It is the understanding of both parties that employees classified as Computer Operators at the Health Services Commission may, at the discretion of management, be subject to one of the following shift conditions:

A. Hours as contained in the Clerical Component Sub-Agreement.

B. 0700 to 1500 or 1500 to 2300, Monday to Friday, being 8 hour shifts of 7 1/4 hours work and 3/4 hours unpaid meal period.

C. As follows:

1) Hours of Work

7:00 A.M. - 7:00 P.M. 7:00 P.M. - 7:00 A.M.

with meal periods totalling 90 minutes. All employees shall work one of the following shifts:

Shift I - 2 on, 2 off, 4 on, 8 off, 4 on, 2 off, 3 on, 2 off, 1 on
Shift II - 1 off, 3 on, 2 off, 3 on, 2 off, 4 on, 8 off, 4 on, 1 off
Shift III - 2 off, 4 on, 2 off, 3 on, 2 off, 3 on, 2 off, 4 on, 6 off
Shift IV - 1 on, 8 off, 4 on, 2 off, 3 on, 2 off, 3 on, 2 off, 3 on

For the purpose of computing hours worked, meal periods shall all be considered to take place during the 0001 to 0700 A.M. portion of the night shift or the noon to 1900 (7:00 P.M.) portion of the day shift.

2) Sick Leave

Sick leave shall accumulate in accordance with the Government Employees' Master Agreement. An employee who is absent because of illness shall have sick leave credits reduced on a pro-rata basis (i.e. an employee who is absent for one work day shall have sick leave credits reduced by 1.5 days.)

3) Time worked on an employee's day of rest shall be compensated in accordance with the following:

First day of rest	1 1/2x	Fifth day of rest	1 1/2x
Second day of rest	2x	Sixth day of rest	2x
Third day of rest	1 1/2x	Seventh day of rest	1 1/2x
Fourth day of rest	2x	Eighth day of rest	2x

Double time (2x) shall be paid after four (4) hours on the first, third, fifth, and seventh day of rest.

4) Holidays

Employees on this schedule shall receive a shift-off or seven and one-quarter (7 1/4) hours pay in lieu at the employee's option where a holiday falls on an employee's day of rest. In addition to a shift-off, or seven and one-quarter (7 1/4) hours pay, an employee who works on a holiday shall receive time and one-half (1 1/2x) for all time worked or equivalent time off in lieu at the employee's option.

5) Other terms and conditions of employment as mentioned in the Government Employees' Master Agreement and the Clerical Component Sub-Agreement shall apply.

6) In each four (4) week period, Management will designate two (2) hours time off for each employee. Whenever possible, such time shall be taken at a time chosen by the employee. Employees not receiving such two hours reduction of work from the foregoing four (4) week shift schedules shall be compensated by two (2) hours pay at time and one half (1 1/2x).

It is agreed that at least seven (7) calendar days notice in advance of changing an employee's schedule from one to another of the three (3) shift structures as in A, B and C of this Memorandum, shall be given to each employee and it is further agreed that employees shall not have their shift changed in order to circumvent the payment of overtime.

After discussion with the other party, either party may terminate this agreement with fourteen (14) calendar days notice to the other party.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Witness

Alan Smith
Witness

Feb 24 1988
Date

MEMORANDUM OF AGREEMENT

CLERICAL COMPONENT SUB-AGREEMENT

SUBJECT: SWITCHBOARD OPERATORS

It is agreed that Switchboard Operators shall, where necessary, be assigned shift duties to cover operations up to twenty-four (24) hours per day and seven (7) days per week.

On Behalf of the Manitoba Government Employees Association

On Behalf of the Government of Manitoba

R.S. Olsen
Witness

Stan Smith
Witness

Feb 24 1988
Date

EFFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
ACCOUNT MACH OPER 1	AM1						
EFF 87 09 26		16700	17192	17702	18251	18799	19423
		640.18	659.03	678.60	699.63	720.65	744.58
		8.83	9.09	9.36	9.65	9.94	10.27
ACCOUNT MACH OPER 2	AM2						
EFF 87 09 26		19140	19688	20312	20899	21560	22241
		733.70	754.73	778.65	801.13	826.50	852.60
		10.12	10.41	10.74	11.05	11.40	11.76
ACCOUNT MACH OPER 3	AM3						
EFF 87 09 26		20747	21409	22071	22771	23527	24284
		795.33	820.70	846.08	872.90	901.90	930.90
		10.97	11.32	11.67	12.04	12.44	12.84
ACCOUNTING CLERK 1	AK1						
EFF 87 09 26		20747	21409	22071	22771	23527	24284
		795.33	820.70	846.08	872.90	901.90	930.90
		10.97	11.32	11.67	12.04	12.44	12.84
ACCOUNTING CLERK 2	AK2						
EFF 87 09 26		23622	24397	25173	25967	26818	27745
		905.53	935.25	964.98	995.43	1028.05	1063.58
		12.49	12.90	13.31	13.73	14.18	14.67
ADMIN SECRETARY 1	AY1						
EFF 87 09 26		16605	17040	17551	18062	18610	
		636.55	653.23	672.80	692.38	713.40	
		8.78	9.01	9.28	9.55	9.84	
ADMIN SECRETARY 2	AY2						
EFF 87 09 26		17929	18421	18969	19518	20142	20728
		687.30	706.15	727.18	748.20	772.13	794.56
		9.48	9.74	10.03	10.32	10.65	10.96
ADMIN SECRETARY 3	AY3						
EFF 87 09 26		20104	20709	21371	22033	22733	23490
		770.68	793.88	819.25	844.63	871.45	900.45
		10.63	10.95	11.30	11.65	12.02	12.42

CLASSIFICATION TITLE	PAY CODE						
ADMIN SECRETARY 4	AV4						
EFF 87 09 26		21523	22185	22866	23584	24397	25154
		825.05	850.43	876.53	904.08	935.25	964.25
		11.38	11.73	12.09	12.47	12.90	13.30
ADMIN SECTY CH JUST	AVC						
EFF 87 09 26		23754	24511	25286	26081	26932	27859
		910.60	939.60	969.33	999.78	1032.40	1067.93
		12.56	12.96	13.37	13.79	14.24	14.73
ADMIN SECTY JUDGE	AVJ						
EFF 87 09 26		21787	22449	23149	23906	24662	25456
		835.20	860.58	887.40	916.40	945.40	975.85
		11.52	11.87	12.24	12.64	13.04	13.46
AUDIT CLERK 1	AC1						
EFF 87 09 26		18799	19423	20010	20672	21352	22071
		720.65	744.58	767.05	792.43	818.53	846.08
		9.94	10.27	10.58	10.93	11.29	11.67
AUDIT CLERK 2	AC2						
EFF 87 09 26		21636	22317	23092	23868	24662	25513
		829.40	855.50	885.23	914.95	945.40	978.03
		11.44	11.80	12.21	12.62	13.04	13.49
BLUEPRINT OP 1	BO1						
EFF 87 09 26		17192	17702	18251	18799	19423	20010
		659.03	678.60	699.63	720.65	744.58	767.05
		9.09	9.36	9.65	9.94	10.27	10.58
BLUEPRINT OP 2	BO2						
EFF 87 88 26		18251	18799	19423	20010	20672	21352
		699.63	720.65	744.58	767.05	792.43	818.53
		9.65	9.94	10.27	10.58	10.93	11.29
CALCUL MACH CLERK 1	C1C						
EFF 87 09 26		16700	17192	17702	18251	18799	19423
		640.18	659.03	678.60	699.63	720.65	744.58
		8.83	9.09	9.36	9.65	9.94	10.27

CLASSIFICATION TITLE	PAY CODE						
CALCUL MACH CLERK 2	C2C						
EFF 87 09 26		18648	19196	19820	20388	21050	21731
		714.85	735.88	759.80	781.55	806.93	833.03
		9.86	10.15	10.48	10.78	11.13	11.49
CALCUL MACH CLERK 3	C3C						
EFF 87 09 26		19423	20010	20672	21352	22071	22866
		744.58	767.05	792.43	818.53	846.08	876.53
		10.27	10.58	10.93	11.29	11.67	12.09
CALCUL MACH OP 2 PIO	M2C						
EFF 87 09 26		18799	19423	20010	20672	21352	22071
		720.65	744.58	767.05	792.43	818.53	846.08
		9.94	10.27	10.58	10.93	11.29	11.67
CALCUL MACH OP 3 PIO	M3C						
EFF 87 09 26		19688	20350	21012	21712	22487	23244
		754.73	780.10	805.48	832.30	862.03	891.03
		10.41	10.76	11.11	11.48	11.89	12.29
CLAIMS CONG CL MHSC	CCK						
EFF 87 09 26		19140	19688	20312	20899	21560	22241
		733.70	754.73	778.65	801.13	826.50	852.60
		10.12	10.41	10.74	11.05	11.40	11.76
CLERK 1	CL1						
EFF 87 09 26		15792	16246	16700	17192		
		605.38	622.78	640.18	659.03		
		8.35	8.59	8.83	9.09		
CLERK 2	CL2						
EFF 87 09 26		17248	17748	18251	18799	19348	19972
		661.20	680.35	699.63	720.65	741.68	765.60
		9.12	9.38	9.65	9.94	10.23	10.56
CLERK 3	CL3						
EFF 87 09 26		20350	20936	21598	22279	22996	23811
		780.10	802.58	827.95	854.05	881.60	912.78
		10.76	11.07	11.42	11.78	12.16	12.59

CLASSIFICATION TITLE	PAY CODE						
CLERK 4	CL4						
EFF 87 09 26		23073	23754	24511	25286	26081	26932
		884.50	910.60	939.60	969.33	999.78	1032.40
		12.20	12.56	12.96	13.37	13.79	14.24
CLERK 5	CL5						
EFF 87 09 26		24757	25551	26421	27329	28256	29239
		949.08	979.48	1012.83	1047.63	1083.15	1120.85
		13.09	13.51	13.97	14.45	14.94	15.46
CLERK-TYPIST 1	CT1						
EFF 87 09 26		16113	16567	17002	17513	18024	
		617.70	635.10	651.78	671.35	690.93	
		8.52	8.76	8.99	9.26	9.53	
CLERK-TYPIST 2	CT2						
EFF 87 09 26		17248	17740	18251	18799	19348	19972
		661.20	680.05	699.63	720.65	741.68	765.60
		9.12	9.38	9.65	9.94	10.23	10.56
CLERK-TYPIST 3	CT3						
EFF 87 09 26		19707	20331	20917	21579	22260	22979
		755.46	779.38	801.85	827.23	853.33	880.88
		10.42	10.75	11.06	11.41	11.77	12.15
COMPUTER OP 1	OP1						
EFF 87 09 26		19518	20142	20728	21390	22071	22790
		748.20	772.13	794.60	819.98	846.08	873.63
		10.32	10.65	10.96	11.31	11.67	12.05
COMPUTER OP 2	OP2						
EFF 87 09 26		23452	24208	24984	25797	26648	27556
		899.03	928.00	957.73	988.90	1021.53	1056.33
		12.40	12.80	13.21	13.64	14.09	14.57
COMPUTER OP 3	OP3						
EFF 87 09 26		25211	26062	26989	27896	28880	29920
		966.43	999.05	1034.58	1069.38	1107.08	1146.95
		13.33	13.78	14.27	14.75	15.27	15.82

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
COMPUTER OP 4	OP4						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
KEYPUNCH OP SPVR 1	KS1						
EFF 87 09 26		23338	24095	24870	25683	26535	27443
		894.65	923.65	953.38	984.55	1017.18	1051.98
		12.34	12.74	13.15	13.58	14.03	14.51
KEYPUNCH OP SPVR 2	KS2						
EFF 87 09 26		24757	25551	26421	27329	28256	29239
		949.03	979.48	1012.83	1047.63	1083.15	1120.85
		13.09	13.51	13.97	14.45	14.94	15.46
KEYPUNCH OP 1	KO1						
EFF 87 09 26		16246	16700	17192	17702	18251	
		622.78	640.18	659.03	678.60	699.63	
		8.59	8.83	9.09	9.36	9.65	
KEYPUNCH OP 2	KO2						
EFF 87 09 26		18383	18932	19480	20104	20690	21352
		704.70	725.73	746.75	770.68	793.15	818.53
		9.72	10.01	10.30	10.63	10.94	11.29
KEYPUNCH OP 3	KO3						
EFF 87 09 26		20104	20709	21371	22033	22733	23490
		770.68	793.88	819.25	844.63	871.45	900.45
		10.63	10.95	11.30	11.65	12.02	12.42
MED RECORDS TECHN	MRT						
EFF 87 09 26		23073	23754	24511	25286	26081	26932
		884.50	910.60	939.60	969.33	999.78	1032.40
		12.20	12.56	12.96	13.37	13.79	14.24
MICROFILM OP	MFO						
EFF 87 09 26		17248	17748	18251	18799	19348	19972
		661.20	680.05	699.63	720.65	741.68	765.60
		9.12	9.38	9.65	9.94	10.23	10.56

CLASSIFICATION TITLE	PAY CODE						
POSTAL CLERK 1	LC1						
EFF 87 09 26		18251	18799	19423	20010	20672	
		699.63	720.65	744.58	767.05	792.43	
		9.65	9.94	10.27	10.58	10.93	
POSTAL CLERK 2	LC2						
EFF 87 09 26		19423	20010	20672	21352	22071	
		744.58	767.05	792.43	818.53	846.08	
		10.27	10.58	10.93	11.29	11.67	
POSTAL CLERK 3	LC3						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
STOREKEEPER 1	ST1						
EFF 87 09 26		20331	20993	21712	22487	23244	24019
		779.38	804.75	832.30	862.03	891.03	920.75
		10.75	11.10	11.48	11.89	12.29	12.70
STOREKEEPER 2	ST2						
EFF 87 09 26		22317	23092	23849	24662	25513	26440
		855.50	885.23	914.23	945.40	978.03	1013.55
		11.80	12.21	12.61	13.04	13.49	13.98
STOREKEEPER 3	ST3						
EFF 87 09 26		23849	24662	25513	26440	27329	28350
		914.23	945.40	978.03	1013.55	1047.63	1086.78
		12.61	13.04	13.49	13.98	14.45	14.99
STOREKEEPER 4	ST4						
EFF 87 09 26		25513	26440	27329	28350	29372	30487
		978.03	1013.55	1047.63	1086.78	1125.93	1168.70
		13.49	13.98	14.45	14.99	15.53	16.12
STORES CLERK 1	SC1						
EFF 87 09 26		17702	18251	18799	19423	20010	20672
		678.60	699.63	720.65	744.58	767.05	792.43
		9.36	9.65	9.94	10.27	10.58	10.93

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
STORES CLERK 2	SC2						
EFF 87 09 26		19423	20010	20672	21352	22052	
		744.58	767.05	792.43	818.53	845.35	
		10.27	10.58	10.93	11.29	11.66	
SWITCHBOARD OPER 1	SW1						
EFF 87 09 26		15792	16246	16700	17192	17702	
		605.38	622.78	640.18	659.03	678.60	
		8.35	8.59	8.83	9.09	9.36	
SWITCHBOARD OPER 2	SW2						
EFF 87 09 26		17248	17740	18251	18799	19348	19972
		661.20	680.05	699.63	720.65	741.68	765.60
		9.12	9.38	9.65	9.94	10.23	10.56
SWITCHBOARD OPER 3	SW3						
EFF 87 09 26		19707	20331	20917	21579	22260	22979
		755.45	779.38	801.85	827.23	853.33	880.88
		10.42	10.75	11.06	11.41	11.77	12.15
WORD PROCESSOR 1	WP1						
EFF 87 09 26		18478	19083				
		708.33	731.53				
		9.77	10.09				
WORD PROCESSOR 2	WP2						
EFF 87 09 26		20104	20709	21371	22033	22733	23490
		770.68	793.88	819.25	844.63	871.45	900.45
		10.63	10.95	11.30	11.65	12.02	12.42
WORD PROCESSOR 3	WP3						
EFF 87 09 26		22544	23225	23981	24757	25551	26421
		864.20	890.38	919.38	949.03	979.48	1012.83
		11.92	12.28	12.68	13.09	13.51	13.97
WORD PROCESSOR 4	WP4						
EFF 87 09 26		23225	23981	24757	25551	26421	27329
		890.38	919.38	949.03	979.48	1012.83	1047.63
		12.28	12.68	13.09	13.51	13.97	14.45

CLASSIFICATION TITLE	PAY CODE						
WORD PROCESSOR 5	WP5						
EFF 87 09 26		24757	25551	26421	27329	28256	29239
		949.03	979.46	1012.83	1047.63	1083.15	1120.85
		13.09	13.51	13.97	14.45	14.94	15.46
WORD PROCESSOR 6	WP6						
EFF 87 09 26		27821	28804	29807	30885	32019	33154
		1066.48	1104.18	1142.60	1183.93	1227.43	1270.93
		14.71	15.23	15.76	16.33	16.93	17.53

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
ACCOUNT MACH OPER 1	AM1						
EFF 88 09 24		17192	17702	18232	18799	19366	20010
		659.03	678.60	698.90	720.65	742.40	767.05
		9.09	9.36	9.64	9.94	10.24	10.58
ACCOUNT MACH OPER 2	AM2						
EFF 88 09 24		20615	21182	21825	22430	23111	23811
		790.25	812.00	836.65	859.85	885.95	912.78
		10.90	11.20	11.54	11.86	12.22	12.59
ACCOUNT MACH OPER 3	AM3						
EFF 88 09 24		22430	23111	23792	24511	25286	26062
		859.85	885.95	912.05	939.60	969.33	999.05
		11.86	12.22	12.58	12.96	13.37	13.78
ACCOUNTING CLERK 1	AK1						
EFF 88 09 24		22430	23111	23792	24511	25286	26062
		859.85	885.95	912.05	939.60	969.33	999.05
		11.86	12.22	12.58	12.96	13.37	13.78
ACCOUNTING CLERK 2	AK2						
EFF 88 09 24		25627	26440	27234	28048	28937	29882
		982.38	1013.55	1044.00	1075.18	1109.25	1145.50
		13.55	13.98	14.40	14.83	15.30	15.80
ADMIN SECRETARY 1	AY1						
EFF 88 09 24		17456	17910	18421	18950	19518	
		669.18	686.58	706.15	726.45	748.20	
		9.23	9.47	9.74	10.02	10.32	
ADMIN SECRETARY 2	AY2						
EFF 88 09 24		19196	19688	20256	20823	21466	22071
		735.88	754.73	776.48	798.23	822.88	846.08
		10.15	10.41	10.71	11.01	11.35	11.67
ADMIN SECRETARY 3	AY3						
EFF 88 09 24		21712	22336	23017	23716	24435	25211
		832.30	856.23	882.33	909.15	936.70	966.43
		11.48	11.81	12.17	12.54	[illegible]	13.33

CLASSIFICATION TITLE	PAY CODE						
ADMIN SECRETARY 4	AY4						
EFF 88 09 24		23679	24379	25078	25816	26648	27423
		907.70	934.53	961.35	989.63	1021.53	1051.25
		12.52	12.89	13.26	13.65	14.09	14.50
ADMIN SECTY CH JUST	AYC						
EFF 88 09 24		25892	26667	27461	28293	29163	30109
		992.53	1022.25	1052.70	1084.60	1117.95	1154.20
		13.69	14.10	14.52	14.96	15.42	15.92
ADMIN SECTY JUDGE	AYJ						
EFF 88 09 24		23868	24549	25267	26043	26818	27650
		914.95	941.05	968.60	998.33	1028.05	1059.95
		12.62	12.98	13.36	13.77	14.18	14.62
AUDIT CLERK 1	AC1						
EFF 88 09 24		19366	20010	20615	21296	21996	22733
		742.40	767.05	790.25	816.35	843.18	871.45
		10.24	10.58	10.90	11.26	11.63	12.02
AUDIT CLERK 2	AC2						
EFF 88 09 24		22279	22979	23792	24586	25400	26270
		854.05	880.88	912.05	942.50	973.68	1007.03
		11.78	12.15	12.58	13.00	13.43	13.89
BLUEPRINT OP 1	BO1						
EFF 88 09 24		17702	18232	18799	19366	20010	20615
		678.60	698.90	720.65	742.40	767.05	790.25
		9.36	9.64	9.94	10.24	10.58	10.90
BLUEPRINT OP 2	BO2						
EFF 88 09 24		18799	19366	20010	20615	21296	21996
		720.65	742.40	767.05	790.25	816.35	843.18
		9.94	10.24	10.58	10.90	11.26	11.63
CALCUL MACH CLERK 1	C1C						
EFF 88 09 24		17192	17702	18232	18799	19366	20010
		659.03	678.60	698.90	720.65	742.40	767.05
		9.09	9.36	9.64	9.94	10.24	10.58

CLASSIFICATION TITLE	PAY CODE						
CALCUL MACH CLERK 2	C2C						
EFF 88 09 24		19593	20161	20804	21390	22071	22771
		751.10	772.85	797.50	819.98	846.08	872.90
		10.36	10.66	11.00	11.31	11.67	12.04
CALCUL MACH CLERK 3	C3C						
EFF 88 09 24		20010	20615	21296	21996	22733	23546
		767.05	790.25	816.35	843.18	871.45	902.63
		10.58	10.90	11.26	11.63	12.02	12.45
CALCUL MACH OP 2 PIO	M2C						
EFF 88 09 24		19366	20010	20615	21296	21996	22733
		742.40	767.05	790.25	816.35	843.18	871.45
		10.24	10.58	10.90	11.26	11.63	12.02
CALCUL MACH OP 3 PIO	M3C						
EFF 88 09 24		20274	20955	21636	22355	23168	23943
		777.20	803.30	829.40	856.95	888.13	917.85
		10.72	11.08	11.44	11.82	12.25	12.66
CLAIMS CONG CL MHSC	CCK						
EFF 88 09 24		20615	21182	21825	22430	23111	23811
		790.25	812.00	836.65	859.85	885.95	912.78
		10.90	11.20	11.54	11.86	12.22	12.59
CLERK 1	CL1						
EFF 88 09 24		16265	16738	17192	17702		
		623.50	641.63	659.03	678.60		
		8.60	8.85	9.09	9.36		
CLERK 2	CL2						
EFF 88 09 24		18307	18818	19348	19915	20482	21126
		701.80	721.38	741.68	763.43	785.18	809.83
		9.68	9.95	10.23	10.53	10.83	11.17
CLERK 3	CL3						
EFF 88 09 24		21901	22506	23187	23887	24624	25456
		839.55	862.75	888.85	915.68	943.95	975.85
		11.58	11.90	12.26	12.63	13.02	13.46

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
CLERK 4	CL4						
EFF 88 09 24		25192	25892	26667	27461	28293	29163
		965.70	992.53	1022.25	1052.70	1084.60	1117.95
		13.32	13.69	14.10	14.52	14.96	15.42
CLERK 5	CL5						
EFF 88 09 24		26402	27216	28104	29050	29996	31017
		1012.10	1043.28	1077.35	1113.60	1149.85	1189.00
		13.96	14.39	14.86	15.36	15.86	16.40
CLERK-TYPIST 1	CT1						
EFF 88 09 24		16908	17381	17816	18345	18875	
		648.15	666.28	682.95	703.25	723.55	
		8.94	9.19	9.42	9.70	9.98	
CLERK-TYPIST 2	CT2						
EFF 88 09 24		18307	18818	19348	19915	20482	21126
		701.80	721.38	741.68	763.43	785.18	809.83
		9.68	9.95	10.23	10.53	10.83	11.17
CLERK-TYPIST 3	CT3						
EFF 88 09 24		21220	21863	22468	23149	23849	24586
		813.45	838.10	861.30	887.40	914.23	942.50
		11.22	11.56	11.88	12.24	12.61	13.00
COMPUTER OP 1	OP1						
EFF 88 09 24		20823	21466	22071	22752	23452	24189
		798.23	822.88	846.08	872.18	899.00	927.28
		11.01	11.35	11.67	12.03	12.40	12.79
COMPUTER OP 2	OP2						
EFF 88 09 24		25286	26062	26856	27707	28577	29564
		969.33	999.05	1029.50	1062.13	1095.48	1131.80
		13.37	13.78	14.20	14.65	15.11	15.60
COMPUTER OP 3	OP3						
EFF 88 09 24		26516	27386	28350	29277	30298	31357
		1016.45	1049.80	1086.78	1122.30	1161.45	1202.05
		14.02	14.48	14.99	15.48	16.02	16.58

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
COMPUTER OP 4	OP4						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.66	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
KEYPUNCH OP SPVR 1	KS1						
EFF 88 09 24		25059	25835	26629	27461	28350	29277
		960.63	990.35	1020.80	1052.70	1086.78	1122.30
		13.25	13.66	14.08	14.52	14.99	15.48
KEYPUNCH OP SPVR 2	KS2						
EFF 88 09 24		26402	27216	28104	29050	29996	31017
		1012.10	1043.28	1077.35	1113.60	1149.85	1189.00
		13.96	14.39	14.86	15.36	15.86	16.40
KEYPUNCH OP 1	KO1						
EFF 88 09 24		16738	17192	17702	18232	18799	
		641.63	659.03	678.60	698.90	720.65	
		8.85	9.09	9.36	9.64	9.94	
KEYPUNCH OP 2	KO2						
EFF 88 09 24		19612	20180	20747	21390	21996	22676
		751.83	773.58	795.33	819.98	843.18	869.28
		10.37	10.67	10.97	11.31	11.63	11.99
KEYPUNCH OP 3	KO3						
EFF 88 09 24		21712	22336	23017	23716	24435	25211
		832.30	856.23	882.33	909.15	936.78	966.43
		11.48	11.81	12.17	12.54	12.92	13.33
MED RECORDS TECHN	MRT						
EFF 88 09 24		25192	25892	26667	27461	28293	29163
		965.70	992.53	1022.25	1052.70	1084.60	1117.95
		13.32	13.69	14.10	14.52	14.96	15.42
MICROFILM OP	MFO						
EFF 88 09 24		18307	18818	19348	19915	20482	21126
		701.80	721.38	741.68	763.43	785.18	809.83
		9.68	9.95	10.23	10.53	10.83	11.17

SALARY SCHEDULE - APPENDIX A1

CLERICAL

CLASSIFICATION TITLE	PAY CODE						
POSTAL CLERK 1	LC1						
EFF 88 09 24		18799	19366	20010	20615	21296	
		720.65	742.40	767.05	790.25	816.35	
		9.94	10.24	10.58	10.90	11.26	
POSTAL CLERK 2	LC2						
EFF 88 09 24		20010	20615	21296	21996	22733	
		767.05	790.25	816.35	843.18	871.45	
		10.58	10.90	11.26	11.63	12.02	
POSTAL CLERK 3	LC3						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
STOREKEEPER 1	ST1						
EFF 88 09 24		20936	21617	22355	23168	23943	24738
		802.58	828.68	856.95	888.13	917.85	948.30
		11.07	11.43	11.82	12.25	12.66	13.08
STOREKEEPER 2	ST2						
EFF 88 09 24		22979	23792	24568	25400	26270	27234
		880.88	912.05	941.78	973.68	1007.03	1044.00
		12.15	12.58	12.99	13.43	13.89	14.40
STOREKEEPER 3	ST3						
EFF 88 09 24		24568	25400	26270	27234	28142	29201
		941.78	973.68	1007.03	1044.00	1078.80	1119.40
		12.99	13.43	13.89	14.40	14.88	15.44
STOREKEEPER 4	ST4						
EFF 88 09 24		26270	27234	28142	29201	30260	31395
		1007.03	1044.00	1078.80	1119.40	1160.00	1203.50
		13.89	14.40	14.88	15.44	16.00	16.60
STORES CLERK 1	SC1						
EFF 88 09 24		18232	18799	19366	20010	20615	21296
		698.90	720.65	742.40	767.05	790.25	816.35
		9.64	9.94	10.24	10.58	10.90	11.26

CLASSIFICATION TITLE	PAY CODE						
STORES CLERK 2	SC2						
EFF 88 09 24		20010	20615	21296	21996	22714	
		767.05	790.25	816.35	843.18	870.73	
		10.58	10.90	11.26	11.63	12.01	
SWITCHBOARD OPER 1	SW1						
EFF 88 09 24		16265	16738	17192	17702	18232	
		623.50	641.63	659.03	678.60	698.90	
		8.60	8.85	9.09	9.36	9.64	
SWITCHBOARD OPER 2	SW2						
EFF 88 09 24		18307	18818	19348	19915	20482	21126
		701.80	721.38	741.68	763.43	785.18	809.83
		9.68	9.95	10.23	10.53	10.83	11.17
SWITCHBOARD OPER 3	SW3						
EFF 88 09 24		21220	21863	22468	23149	23849	24586
		813.45	838.10	861.30	887.40	914.23	942.50
		11.22	11.56	11.88	12.24	12.61	13.00
WORD PROCESSOR 1	WP1						
EFF 88 09 24		19026	19650				
		729.35	753.28				
		10.06	10.39				
WORD PROCESSOR 2	WP2						
EFF 88 09 24		21712	22336	23017	23716	24435	25211
		832.30	856.23	882.33	909.15	936.70	966.43
		11.48	11.81	12.17	12.54	12.92	13.33
WORD PROCESSOR 3	WP3						
EFF 88 09 24		24114	24813	25589	26402	27216	28104
		924.38	951.20	980.93	1012.10	1043.28	1077.35
		12.75	13.12	13.53	13.96	14.39	14.86
WORD PROCESSOR 4	WP4						
EFF 88 09 24		24813	25589	26402	27216	28104	29050
		951.20	980.93	1012.10	1043.28	1077.35	1113.60
		13.12	13.53	13.96	14.39	14.86	15.36

CLASSIFICATION TITLE	PAY CODE						
WORD PROCESSOR 5	WP5						
EFF 88 09 24		26402	27216	28104	29050	29996	31017
		1012.10	1043.28	1077.35	1113.60	1149.85	1189.00
		13.96	14.39	14.86	15.36	15.86	16.40
WORD PROCESSOR 6	WP6						
EFF 88 09 24		29617	30620	31660	32757	33930	35102
		1135.35	1173.78	1213.65	1255.70	1300.65	1345.60
		15.66	16.19	16.74	17.32	17.94	18.56

CORRECTIONS COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All amendments and/or revisions to the 1984-87 Corrections Sub-Agreement shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees shall come within forty (40) hours of work per week.

2:02 Employees shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration.

2:03 Where an employee is designated to be on duty to supervise residents during his meal period, or where an employee is required to remain in the correctional institution for security reasons during his meal period, such time shall form part of his work day. Such employee shall be entitled to receive a meal free of charge.

2:04 Any variations to a work day or work week other than those described in Sections 2:02 shall only be instituted by mutual consent of both of the parties hereto.

2:05 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

2:06 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.

OVERTIME

3:01 For the purpose of this Agreement, overtime shall mean:

a) In the case of a full-time employee, authorized time worked in excess of his regular work day or regular work week;

b) In the case of a part-time employee, all authorized time worked in excess of eight (8) hours in a day or forty (40) hours in a week.

3:02 A supervisor authorized to do so, may require an employee under his authority to work overtime.

3:03 The sections of this Sub-Agreement dealing with compensation for overtime shall apply to those employees who are in a classification listed in Appendix "B" attached to and forming part of this Component Sub-Agreement.

3:04 An employee who works overtime on his regular work day shall be compensated at time and one-half (1 1/2x) for all such time worked.

3:05 An employee who works on a day of rest shall be compensated at double time (2x) for all time worked on that day.

3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his regular work day. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:08 a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off within ninety (90) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.

b) Where mutual agreement has not been reached within this ninety (90) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:09 Overtime shall be paid at the appropriate step within the employee's pay range attached to his classification excluding any extra qualification payments.

3:10 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on his day(s) of rest, he may be compensated for such days through time off at straight time.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or

b) payment at straight time hourly rates.

4:04 Time off under 4:03(a) shall be at a time agreed to by the employing authority or authorized supvervisory official.

4:05 Where arrangements under 4:03 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 5:00 P.M. and 5:00 A.M., shall receive a shift premium of four dollars ($4.00) for the shift in addition to his regular pay.

Effective March 26, 1988 such shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 such shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 such shift premium shall be increased to four dollars and eighty cents ($4.80).

5:02 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

WEEKEND PREMIUM

6:01 An employee shall receive thirty-five cents (35c) premium for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 such weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 such weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 such weekend premium shall be increased to fifty cents (50c).

6:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

6:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

7:01 Effective September 26, 1987, where an employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars and fifty cents ($6.50) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be thirteen dollars ($13.00) for each twenty-four (24) hour period or less.

Effective September 24, 1988 such stand-by rates shall be increased to seven dollars ($7.00) and fourteen dollars ($14.00) respectively.

Effective September 23, 1989 such stand-by rates shall be increased to seven dollars and fifty cents ($7.50) and fifteen dollars ($15.00) respectively.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

7:03 An employee on stand-by who is called back to work, shall be compensated in accordance with call-out provisions of Article 3:07 in addition to stand-by pay.

CAMP ALLOWANCE

8:01 a) An employee who is employed at a camp operated for Correctional Services shall receive a camp allowance of eleven dollars ($11.00), in addition to his normal salary, for each scheduled twenty-four (24) hour period or portion thereof during which he is employed at the camp.

Effective September 24, 1988 this allowance shall be increased to twelve dollars ($12.00).

b) In addition to the allowance specified in 8:01(a), where an employee in a Corrective and Rehabilitative Camp is required to work in excess of his regular daily hours, as defined in the Memorandum of Agreement entitled "Corrective and Rehabilitative Camps - Four Day Work Week", he shall receive 5.625% of his current bi-weekly salary in addition to his regular pay. This payment shall be for all time worked in excess of his regular daily hours, and shall be in lieu of daily overtime stand-by, call out, or shift premium.

Effective September 24, 1988 this payment shall be increased to 6.25%.

8:02 An employee required to be at a Correctional Camp during the normal meal period shall be provided with a meal free of charge.

8:03 Where an employee, who qualifies for the allowance specified in 8:01(a) but is not designated to be on duty in accordance with 8:01(b), is called out to work in an emergency situation, he shall be paid at time and one-half (1 1/2x) his regular hourly rate of pay for all time worked in the said emergency.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

SUPERVISORY PAY

10:01 Where a Correctional Officer I, 2 or 3 or a Juvenile Counsellor I, 2 or 3 is temporarily assigned the supervisory duties of a higher classification in the absence of the incumbent in that position in a correctional institution for one or more working days, such Correctional Officer or Juvenile Counsellor shall be paid at the rate of pay for the higher classification from the date of such temporary assignment of supervisory duties until such temporary assignment is revoked.

10:02 A Correctional Officer or a Juvenile Counsellor who is receiving supervisory pay shall not be eligible to receive acting status pay as described in Article 9:01 of this Component Sub-Agreement.

COURT LEAVE

11:01 a) An employee who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all witness fees received by the employee shall be remitted to the government.

b) Should an employee be summoned or subpoenaed for matters occasioned by his work during his off duty hours, or while he is on vacation, he shall receive applicable overtime rates in accordance with Article 3 of this Sub-Agreement. An employee's lost vacation time will not be recredited to him.

PAYMENT OF MONIES

12:01 Monies owed to employees for overtime, call-back, stand-by, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

13:01 A joint consultation Committee will be established and maintained in each of the permanent correctional institutions. Each Committee shall consist of no more than three (3) representatives of the government and three (3) representatives of the Association. Except by mutual agreement, this Committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the Committee.

13:02 The Committee may make recommendations to the Association and the government with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or this Sub-Agreement. The Committee shall not supercede the activities of any Committee of the Association or of the government and it does not have the power to bind either the Association or its members or the government to its decisions or conclusions.

ALLOWANCE - JUSTICE OF THE PEACE

14:01 Where an employee of the Manitoba Youth Centre has been designated to act as the duty Justice of the Peace, he shall be eligible to receive an allowance of five dollars ($5.00) for each eight (8) hour shift.

14:02 This allowance shall not be considered as regular pay and shall not be included in the calculation of overtime payments, vacation pay, or any other employee benefits.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

Robert Waldock
Witness

Lloyd D. Orr
For the Component Negotiating Committee

APPENDIX "A"

OVERTIME SCHEDULE

Assistant Superintendent (Operations)

Correctional Officer 1, 2, 3, 4

Correctional Trades Instructor 1, 2, 3

Correctional Services Officer 1, 2

Juvenile Counsellor 1, 2, 3, 4

MEMORANDUM OF AGREEMENT
CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: CORRECTIVE AND REHABILITATIVE CAMPS - FOUR DAY WORK WEEK

1. The parties hereto agree that all employees who are assigned to work at Satellite Correctional Camps, as well as those employees who are assigned to work at Corrective and Rehabilitative Camps shall work forty (40) hours per week on a shift consisting of four (4) ten (10) hour days on and three (3) days off.

2. Days off shall be scheduled on a consecutive basis unless emergency situations arise.

3. An employee whose hours of work are determined in this Memorandum of Agreement and who works overtime on a day of rest shall be compensated at double time (2x) for all time worked.

4. Sick leave shall accumulate in accordance with the Government Employees' Master Agreement. An employee who is absent due to illness shall have his sick leave credits reduced by one and one-quarter (1 1/4) days for each day of illness.

5. Vacation leave shall be converted to hours in accordance with the following:
   a) 3 weeks vacation = 3 x 40 = 120 hours
   b) 4 weeks vacation = 4 x 40 = 160 hours
   c) 5 weeks vacation = 5 x 40 = 200 hours
   d) 6 weeks vacation = 6 x 40 = 240 hours

An employee on a ten (10) hour shift shall have his vacation entitlement reduced by ten (10) hours for each such shift when he is on vacation.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan.

Witness

Witness

Feb 24 1983

Date

MEMORANDUM OF DIRECTION REGARDING ARTICLE 3:08 OF THE CORRECTIONS COMPONENT SUB-AGREEMENT

The parties hereto agree that in the event an employee grieves the unreasonable withholding of mutual agreement with respect to Article 3:08 of Corrections Component Sub-Agreement, he may file such grievance at Step 2 of the Grievance Procedure as provided in the Government Employees' Master Agreement. No payment for the overtime period in question shall be made pending disposition of the grievance.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba Manitoba

JR Buchanan
Witness

Witness

FEB. 24 1988
Date

MEMORANDUM OF AGREEMENT

CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: SHIFT SCHEDULING CHANGES AT PROVINCIAL CORRECTIONAL INSTITUTIONS

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Correctional Institutions:

(a) Where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty-four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave, nor to emergency situations beyond the control of the employer.

(b) Should an employee not receive at least twenty-four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one-half (1 1/2x) for all hours worked for the first shift which varies from the posted schedule.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan.
Witness

Witness

Feb. 24 1988
Date

MEMORANDUM OF AGREEMENT

CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: IN-SERVICE TRAINING

Juvenile Counsellors, Correctional Officers and Correctional Services Officers shall be enrolled in the Correctional Employees In-Service Training Course, and shall have completed such training course within one (1) year of their commencement date of employment.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J R Buchanan

Witness

Witness

Feb. 24 1988

Date

MEMORANDUM OF AGREEMENT

CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: JOINT CONSULTATION COMMITTEE - TRAINING REVIEW

The parties hereto agree to establish a Joint Consultation Committee to review training within Adult and Youth Correctional Services.

The Committee shall be made up of three (3) representatives of the employer and three (3) representatives of the Association.

The Committee shall be responsible for the analysis of existing training and the assessment of any additional training requirements. The Committee shall prepare a report on their analysis of existing training and their assessment of additional training requirements within three (3) months of commencing the study.

The Committee shall develop an agreed implementation plan to address the training needs identified by the Committee. This implementation plan shall be completed within six (6) months of completing the initial study.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan

Witness

Witness

Feb. 24 1988

Date

MEMORANDUM OF AGREEMENT

CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: TERM EMPLOYEES

Where an employee covered by the Corrections Component Sub-Agreement is hired as a term employee, that employee shall receive a letter of offer at his time of hire which provides the specific details of his term employment.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan.
Witness

Witness

Feb. 24 1983
Date

LETTER OF UNDERSTANDING

CORRECTIONS COMPONENT SUB-AGREEMENT

SUBJECT: HOSTAGE TAKING INCIDENTS

Where an employee has been taken hostage by an inmate resulting in trauma to the employee and as a result the employee is unable to return to work in his previous position, then the employer shall endeavour to identify an alternate position with the employer within a reasonable period of time.

The parties agree to meet to discuss and review the impact of any hostage taking incident should it occur during the life of the agreement.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan
Witness

Witness

Feb. 24 1988
Date

CORRECTIONS

CLASSIFICATION TITLE	PAY CODE						
ASST SUPERINTDT OPS	DSR						
EFF 87 09 26		30240	31325	32452	33641	34873	36146
		1159.20	1200.80	1244.00	1289.60	1336.80	1385.60
		14.49	15.01	15.55	16.12	16.71	17.32
CH CORRECTION OFF	CCO						
EFF 87 09 26		33641	34873	36146	37502	38817	40299
		1289.60	1336.80	1385.60	1437.60	1488.00	1544.80
		16.12	16.71	17.32	17.97	18.60	19.31
CORR TRADES INST 1	TI1						
EFF 87 09 26		26963	27860	28779	29780	30803	31867
		1033.60	1068.00	1103.20	1141.60	1180.80	1221.60
		12.92	13.35	13.79	14.27	14.76	15.27
CORR TRADES INST 2	TI2						
EFF 87 09 26		28779	29780	30803	31867	33015	34247
		1103.20	1141.60	1180.80	1221.60	1265.60	1312.80
		13.79	14.27	14.76	15.27	15.82	16.41
CORR TRADES INST 3	TI3						
EFF 87 09 26		31325	32452	33641	34873	36146	37502
		1200.80	1244.00	1289.60	1336.80	1385.60	1437.60
		15.01	15.55	16.12	16.71	17.32	17.97
CORRECT SERV OFF 1	RF1						
EFF 87 09 26		28779	29780	30803	31867	33015	34247
		1103.20	1141.60	1180.80	1221.60	1265.60	1312.80
		13.79	14.27	14.76	15.27	15.82	16.41
CORRECT SERV OFF 2	RF2						
EFF 87 09 26		30240	31325	32452	33641	34873	36146
		1159.20	1200.80	1244.00	1289.60	1336.80	1385.60
		14.49	15.01	15.55	16.12	16.71	17.32
CORRECTIONAL OFF 1	OC1						
EFF 87 09 26		23770	26087	26963	27860	28779	29780
		911.20	1000.00	1033.60	1068.00	1103.20	1141.60
		11.39	12.50	12.92	13.35	13.79	14.27
EFF 88 02 27		24000	26358	27234	28132	29071	30073
		920.00	1010.40	1044.00	1078.40	1114.40	1152.80
		11.50	12.63	13.05	13.48	13.93	14.41

CORRECTIONS

CLASSIFICATION TITLE	PAY CODE						
CORRECTIONAL OFF 2	OC2						
EFF 87 09 26		26963	27860	28779	29780	30803	31867
		1033.60	1068.00	1103.20	1141.60	1180.80	1221.60
		12.92	13.35	13.79	14.27	14.76	15.27
CORRECTIONAL OFF 3	OC3						
EFF 87 09 26		28779	29780	30803	31867	33015	34247
		1103.20	1141.60	1180.80	1221.60	1265.60	1312.80
		13.79	14.27	14.76	15.27	15.82	16.41
CORRECTIONAL OFF 4	OC4						
EFF 87 09 26		31326	32452	33641	34873	36146	37502
		1200.80	1244.00	1289.60	1336.80	1385.60	1437.60
		15.01	15.55	16.12	16.71	17.32	17.97
JUVENILE COUNSELR 1	JC1						
EFF 87 09 26		23770	26087	26963	27860	28779	29780
		911.20	1000.00	1033.60	1068.00	1103.20	1141.60
		11.39	12.50	12.92	13.35	13.79	14.27
EFF 88 02 27		24000	26358	27234	28132	29071	30073
		920.00	1010.40	1044.00	1078.40	1114.40	1152.80
		11.50	12.63	13.05	13.48	13.93	14.41
JUVENILE COUNSELR 2	JC2						
EFF 87 09 26		26963	27860	28779	29780	30803	31867
		1033.60	1068.00	1103.20	1141.60	1180.80	1221.60
		12.92	13.35	13.79	14.27	14.76	15.27
JUVENILE COUNSELR 3	JC3						
EFF 87 09 26		28779	29780	30803	31867	33015	34247
		1103.20	1141.60	1180.80	1221.60	1265.60	1312.80
		13.79	14.27	14.76	15.27	15.82	16.41
JUVENILE COUNSELR 4	JC4						
EFF 87 09 26		31867	33015	34247	35520	36834	38087
		1221.60	1265.60	1312.80	1361.60	1412.00	1460.00
		15.27	15.82	16.41	17.02	17.65	18.25

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CORRECTIONS

CLASSIFICATION TITLE	PAY CODE						
ASST SUPERINTDT OPS	DSR						
EFF 88 09 24		31137	32264	33433	34643	35916	37231
		1193.60	1236.80	1281.60	1328.00	1376.80	1427.20
		14.92	15.46	16.02	16.60	17.21	17.84
CH CORRECTION OFF	CCO						
EFF 88 09 24		34643	35916	37231	38629	39986	41509
		1328.00	1376.80	1427.20	1480.80	1532.80	1591.20
		16.60	17.21	17.84	18.51	19.16	19.89
CORR TRADES INST 1	TI1						
EFF 88 09 24		27777	28695	29634	30678	31721	32827
		1064.80	1100.00	1136.00	1176.00	1216.00	1258.40
		13.31	13.75	14.20	14.70	15.20	15.73
CORR TRADES INST 2	TI2						
EFF 88 09 24		29634	30678	31721	32827	33996	35269
		1136.00	1176.00	1216.00	1258.40	1303.20	1352.00
		14.20	14.70	15.20	15.73	16.29	16.90
CORR TRADES INST 3	TI3						
EFF 88 09 24		32264	33433	34643	35916	37231	38629
		1236.80	1281.60	1328.00	1376.80	1427.20	1480.80
		15.46	16.02	16.60	17.21	17.84	18.51
CORRECT SERV OFF 1	RF1						
EFF 88 09 24		29634	30678	31721	32827	33996	35269
		1136.00	1176.00	1216.00	1258.40	1303.20	1352.00
		14.20	14.70	15.20	15.73	16.29	16.90
CORRECT SERV OFF 2	RF2						
EFF 88 09 24		31137	32264	33433	34643	35916	37231
		1193.60	1236.80	1281.60	1328.00	1376.80	1427.20
		14.92	15.46	16.02	16.60	17.21	17.84
CORRECTIONAL OFF 1	DC1						
EFF 88 09 24		24730	27151	28048	28967	29947	30970
		948.00	1040.80	1075.20	1110.40	1148.00	1187.20
		11.85	13.01	13.44	13.88	14.35	14.84

CLASSIFICATION TITLE	PAY CODE						
CORRECTIONAL OFF 2	OC2						
EFF 88 09 24		27777	28695	29634	30678	31721	32827
		1064.80	1100.00	1136.00	1176.00	1216.00	1258.40
		13.31	13.75	14.20	14.70	15.20	15.73
CORRECTIONAL OFF 3	OC3						
EFF 88 09 24		29634	30678	31721	32827	33996	35269
		1136.00	1176.00	1216.00	1258.40	1303.20	1352.00
		14.20	14.70	15.20	15.73	16.29	16.90
CORRECTIONAL OFF 4	OC4						
EFF 88 09 24		32264	33433	34643	35916	37231	38629
		1236.80	1281.60	1328.00	1376.80	1427.20	1480.80
		15.46	16.02	16.60	17.21	17.84	18.51
JUVENILE COUNSELR 1	JC1						
EFF 88 09 24		24730	27151	28048	28967	29947	30970
		948.00	1040.80	1075.20	1110.40	1148.00	1187.20
		11.85	13.01	13.44	13.88	14.35	14.84
JUVENILE COUNSELR 2	JC2						
EFF 88 09 24		27777	28695	29634	30678	31721	32827
		1064.80	1100.00	1136.00	1176.00	1216.00	1258.40
		13.31	13.75	14.20	14.70	15.20	15.73
JUVENILE COUNSELR 3	JC3						
EFF 88 09 24		29634	30678	31721	32827	33996	35269
		1136.00	1176.00	1216.00	1258.40	1303.20	1352.00
		14.20	14.70	15.20	15.73	16.29	16.90
JUVENILE COUNSELR 4	JC4						
EFF 88 09 24		32827	33996	35269	36584	37940	39234
		1258.40	1303.20	1352.00	1402.40	1454.40	1504.00
		15.73	16.29	16.90	17.53	18.18	18.80

EDUCATION COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

INTERPRETATION

1:01 Except as specifically defined in this section, all other definitions shall be as per the Master Agreement. In this Component, the following definitions shall apply:

a) "Community College Instructors" means employees in a Community College who are required to perform designated instructional assignments (including examination periods) with a class as determined by the College Head.

b) "Teachers of the Deaf" means employees of the School for the Deaf who are required to perform designated instructional assignments (including examination periods) with a class as determined by the Principal.

c) "Teachers Institutional" means employees of the Department of Health or the Departmnent of Community Services and Corrections or the Department of Education who are required to perform instructional assignments in a Provincial Institution.

d) "Coordinators" means those instructors in the Community Colleges who are designated by management as Coordinators, Department Heads or Senior Instructors and receive an allowance in recognition of duties which may include administration and co-ordination in a department and supervision of other staff.

e) "Nursing Instructors Mental Health" means employees of the Department of Health or the Department of Community Services and Corrections who are required to perform designated mental health nursing instructional assignments in a Provincial Institution.

f) "Guidance Officers" means employees in the Community Colleges who are classified as Guidance Officers.

g) "Other Employees" refers to all other employees in the bargaining unit of the Education Component Sub-Agreement.

APPLICATION OF SUB-AGREEMENT

2:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

2:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

3:01 All employees within this Sub-Agreement shall come within one of the following categories of hours of work:

a) Thirty-six and one-quarter (36 1/4) hours of work, Category A;

b) Instructional, Category C.

3:02 The applicable hours of work Category (A or C) as identified in Section 3:01 shall be indicated in the attached Hours of Work Schedule.

3:03 Category A

Employees coming within Category A of Section 3:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thiry-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

3:04 Category C

Instructional staff are expected to perform the related professional responsibilities of preparation, evaluation, assessment, supervision, consultation, and vocational guidance connected with their instructional function.

a) Community College Instructors

- i) Community College Instructors may be assigned contact hours during an eight (8) consecutive hour period between 8:00 A.M. and 6:00 P.M. Monday through Friday. Instructors will be available to students one hour per day at a scheduled location and time. Upon written request, Instructors will be available during non-contact time for other activities related to their instructional function.
- ii) A contact hour is a period of sixty (60) minutes or less of assigned instructional responsibilities with a class. Contact hours will be assigned by College Management with the approved time table as authorized by the College President or his designate as the official source document.
- iii) Notwithstanding Section 3:04 (a)(i), the parties recognize that some instructional programs must be conducted after 6:00 P.M. The parties agree as follows:
    - aa) For those instructional programs offered after 6:00 P.M. for which a new Instructor has been specifically hired, the College may assign the Instructor hours beyond 6:00 P.M. provided eight (8) consecutive hours is not exceeded.
    - bb) For those non-Evening School programs that traditionally have operated beyond 6:00 P.M., the College may assign the Instructor hours beyond 6:00 P.M. provided eight (8) consecutive hours is not exceeded.
    - cc) Where operational requirements require that an Instructor be temporarily assigned hours beyond 6:00 P.M., the College, after consultation with the Association, may assign such hours provided eight (8) consecutive hours is not exceeded.

b) Teachers of the Deaf
Teachers of the Deaf will work daily hours similar to teachers employed in the Public Schools in the Province.

c) Teachers Institutional
Teachers Institutional will work daily hours similar to teachers employed in the Public Schools of the Province.

3:05 The academic year for Community College Instructors, Teachers of the Deaf and Teachers Institutional shall be the period September 1 to August 31. During this period, assigned instructional responsibilities with a class (including examination periods) for Teachers of the Deaf and Teachers Institutional shall not exceed two hundred and ten (210) working days.

3:06 Where the nature of the work, exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 3:03, the employing authority, with the approval of the Civil Service Commission, may set different hours.

3:07 The government policy regarding flexible hours for "office" employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

3:08 The number of daily and weekly hours as described in Section 3:03 may only be varied by mutual consent of the parties hereto.

3:09 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such time as may be specified by the head of the department.

3:10

(a) Effective the 1988-89 academic year, a Community College Instructor shall be eligible for payment at overtime rates for all annual contact hours in the current academic year which exceed the specific annual contact hour threshholds of the college in which the employee is employed and the category of the program(s) to which the employee is assigned.

(b) Annual contact hour threshholds are exclusive to each community college and specific to either Category A or Category B programs.

(c) At Keewatin Community College the annual threshhold is specific to the conditions set out (b) of this Article and also specific to whether the course is taught on or off campus.

(d)	Category A Programs	Catgory B Programs
Assiniboine Community College	800 annual contact hours	925 annual contact hours
Keewatin Community College		
on campus	900 annual contact hours	900 annual contact hours
off campus	1000 annual contact hours	1000 annual contact hours
Red River Community College	800 annual contact hours	1000 annual contact hours

3:11 Department Heads, part-time employees, and employees who are assigned duties in lieu of instruction due to their assignment to special projects, curriculum development or other non-instructional activities will not be included in the provisions specified in Section 3:10 nor will they be eligible for additional compensation as set out in Section 3:10 for increases to their work load.

3:12 An employee who believes he has met the requirement specified in 3:10 will be required to apply for payment in writing to the appropriate employing authority or designate.

3:13

(a) Determination of departments and calculation of totals of annual contact hours are the sole and exclusive responsibility of management of the Colleges.

(b) Management shall assign new programs to annual contact hour categories as per Article 3:10(d), however, prior to making final determination of the program category, management will consult with the Association.

3:14 Payment under Section 3:10 will be at a rate of one and one-half times (1 1/2x) the Instructor's hourly rate as set out in the Salary Schedule. Such pay shall not be subject to superannuation or group life insurance deductions, nor will vacation credits accrue.

OVERTIME

4:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

4:02 This Article dealing with compensation for overtime shall apply only to those employees who are in the classifications listed in the Overtime Schedule attached to this Sub-Agreement.

4:03 At the employee's option, authorized overtime shall be compensated by paying the employee for all hours worked at the applicable overtime rate or by granting the employee applicable time off in lieu.

4:04 An employee who is required to work beyond seven and one-quarter (7 1/4) hours on his scheduled work day is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

4:05 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

4:06 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all hours worked. Second in this context means the second day in an unbroken series of consecutive and contiguous calendar days of rest.

4:07 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

4:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement cannot be reached within the sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

4:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:10 Notwithstanding the foregoing provisions, part-time employees will only be entitled to overtime compensation when they are required to work beyond seven and one-quarter (7 1/4) hours in a day or thiry-six and one-quarter (36 1/4) hours in a week.

4:11 Where, because of the nature of the course and/or at the discretion of the employing authority, a Community College Instructor, Teacher of the Deaf or Teacher Institutional is required to instruct beyond two hundred and ten (210) working days in any one academic year, he shall be granted equivalent compensatory time off in lieu, or shall be paid for such additional instructional time at his normal rate of pay. Such pay shall not be subject to superannuation or group life insurance deductions, nor will vacation credits accrue. A Community College Instructor who is eligible for payment under Section 3:10 will not be eligible for compensation under this clause.

COMPENSATORY LEAVE

5:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

5:02 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or

b) payment at straight time hourly rates.

5:03 Time off under 5:02(a) shall be at a time specified by the employing authority or authorized supervisory official.

5:04 Where arrangements under 5:02 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

5:05 This Article respecting Compensatory Leave does not apply to Community College Instructors or Teachers of the Deaf.

INSTRUCTOR ACCREDITATION

6:01 Each Community College Instructor shall be required to attain the certificate in Adult Education or an equivalent qualification acceptable to the employing authority and each Teacher of the Deaf and Teacher Institutional shall be required to obtain a certificate in Special Education or an equivalent qualification acceptable to the employing authority.

6:02 Community College Instructors, Teachers of the Deaf and Teachers Institutional shall complete at least one (1) course toward accreditation each calendar year.

a) Except where the employee has been assigned instructional responsibilities, Community College Instructors, Teachers of the Deaf and Teachers Institutional shall complete at least one (1) course toward accreditation each summer during periods of non-instructional assignment. The employee's vacation period shall be reduced by the number of calendar days on which the course is scheduled. No employee will be put in a deficit position with respect to vacation credits as a result of taking these summer courses.

b) Subject to approval by the appropriate employing authority, Community College Instructors, Teachers of the Deaf and Teachers Institutional may complete one course toward accreditation at other times in the calendar year and such progress toward accreditation shall be deemed to satisfy the intent and requirements of Article 6:02.

6:03 Subject to an employee's right to grieve, failure to make progress towards accreditation may be viewed as sufficient grounds for denial of an increment or termination of service.

VACATIONS

7:01 All provisions of the Master Agreement respecting vacations shall apply to all employees under this Sub-Agreement except for Community College Instructors, Teachers of the Deaf and Teachers Institutional.

7:02 For Community College Instructors, Nursing Instructors Mental Health, Teachers of the Deaf and Teachers Institutional, all provisions of the Master Agreement respecting vacations shall apply with the exception of those specific provisions to the contrary outlined in this Section.

7:03 Subject to Section 7:07, the relevant sections of the Master Agreement respecting the rate of accumulation of vacation credits and long-service vacation benefits, will not apply to Community College Instructors, Teachers of the Deaf and Teachers Institutional and instead their rate of accumulation of vacation credits will be determined as follows:

a) Community College Instructors, Teachers of the Deaf and Teachers Institutional shall accumulate vacation credits at the rate of three and two-thirds (3 2/3) days for each full month of employment during the academic year September 1 to August 31.

b) Coordinators and the Senior Teacher, Manitoba School for the Deaf shall accumulate vacation credits at the rate of three and five-twelfths (3 5/12) days for each full month of employment during the academic year September 1 to August 31.

c) Teachers of the Deaf shall use five (5) days of their vacation entitlement as accrued under 7:03(a) above at a time designated by the Minister of Education as Spring Break.

7:04 Nursing Instructors Mental Health shall, in addition to the applicable vacation entitlement under the Master Agreement, accumulate five-twelfths (5/12) of a day vacation credit for each complete month of service in the vacation year to be taken in the vacation year following the year in which it is earned.

7:05 a) Community College Instructors and Teachers of the Deaf, Guidance Officers, Teachers Institutional, Nursing Instructors Mental Health and Educational Assistants shall receive time off with pay during that period between Boxing Day and New Year's Day designated by the employing authority as Christmas break.

b) Subsection 7:05(a) does not apply to employees who are on a leave of absence without pay.

7:06 Subject to the applicable provisions of the Master Agreement, vacation shall be taken by an employee during periods in which no instructional or teaching responsibilities with a class have been assigned.

7:07

(a) Where a Community College Instructor, Teacher of the Deaf or Teacher Institutional is voluntarily transferred or promoted to a classification which does not qualify for additional vacation benefits specified in this Article the employee will be entitled to his/her unexpended vacation credits as of the date of transfer or promotion.

(b) Where a Community College Instructor, Teacher of the Deaf or Teacher Institutional resigns in a manner other than set out in 7:09, 7:10 and 7:11 his/her unexpended vacation credits shall be recalculated on the basis of the appropriate rate of accumulation as set out in the Master Agreement.

7:08 A Community College Instructor, Teacher of the Deaf or Teacher Institutional who is laid off or retires or dies shall be paid out his unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:09 A Community College Instructor who gives at least two (2) weeks notice of resignation, prior to the last scheduled working day in June of that year, with an effective date between the last scheduled working day in June and August 31 of that year, shall be paid out unexpended vacation credits at the rate of accumulation specified in Section 7:03.

7:10 Teachers of the Deaf or Teachers Institutional who give notice of resignation prior to May 31 of any year and with an effective date between the last scheduled working day in June and August 31 of that year shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:11 Teachers of the Deaf or Teachers Institutional who give notice of resignation prior to November 15 of any year and with an effective date agreeable to the teacher and the employing authority between December 15 of that year and January 15 of the next year shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:12 The effective date of a resignation shall be the last day upon which an employee is present at work and performs his regular duties.

7:13 A Community College Instructor, Teacher of the Deaf or Teacher Institutional who has been on a term basis for a minimum of twenty two (22) consecutive months and who is terminated at the expiry date of his term shall be paid out his unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

COURT LEAVE

8:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

9:01 Where the employing authority concerned certifies that a person employed in one position has temporarily taken over and has continued to perform for eleven (11) or more consecutive working days, the full duties and responsibilities of some other position having a higher grade of pay, he shall be appointed temporarily to that other position with acting status, and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this clause, "the full duties and responsibilities" means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

CO-ORDINATORS' ALLOWANCE

10:01 Where an instructor is designated as a Co-ordinator in a Community College, the Co-ordinator shall be paid the following allowance(s) in addition to his basic salary and subject to the following conditions:

a) An administrative allowance of $916.00 per annum ($35.12 bi-weekly);

b) Where a Co-ordinator is designated to be responsible for the supervision of other staff, a supervisory allowance of $138.00 per annum ($5.31 bi-weekly) per staff member supervised, to a maximum of $1,662.00 per annum ($63.72 bi-weekly).

10:02 Effective September 24, 1988 the above allowances shall be:

a) administrative allowance - $943 per annum ($36.17 bi-weekly);

b) supervisory allowance - $142 per annum ($5.47 bi-weekly) to a maximum of $1,712 per annum ($65.64 bi-weekly).

10:03 Effective September 23, 1989, the above allowances in 10:02(a) and (b) shall be increased by the percentage increase calculated in accordance with the formula contained in the Memorandum of Agreement - General Pay Adjustment.

ADMINISTRATIVE - SUPERVISORY ALLOWANCE
SENIOR TEACHER OF THE DEAF

11:01 Where a Teacher of the Deaf is designated to act in an administrative-supervisory capacity as the Senior Teacher of the Deaf the employee shall be paid an administrative-supervisory allowance of $2,577 per annum ($98.00 bi-weekly) in addition to the employee's basic salary.

11:02 Effective September 24, 1988 the allowance shall be increased to $2,654 per annum ($101.76 bi-weekly).

11:03 Effective September 23, 1989, the allowance specified in 11:02 shall be increased by the average percentage as calculated in accordance with the formula contained in the Memorandum of Agreement - General Pay Adjustment.

PROFESSIONAL DEVELOPMENT

12:01 The parties recognise the desirability of ongoing staff development, the purpose of which is to improve services to meet the needs of students and the community.

12:02 Educational leave policies and practices shall be as set forth from time to time in the Regulations under the Civil Service Act with respect thereto, and as set forth from time to time in the Staff Development Policy applicable to Community Colleges.

DEFERRED SALARY LEAVE PLAN

13:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Education Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence in accordance with the provisions outlined in the Deferred Salary Leave Plan.

13:02 The implementation of the DSLP will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

COMMUNITY COLLEGES - OFF-CAMPUS ASSIGNMENTS

14:01 Where a Community College Instructor is assigned instructional duties and responsibilities off-campus such that the instructor is unable to return to his normal residence at the end of a work day and must therefore reside temporarily in another location, he shall be provided reasonable notice of such assignment.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

Witness

For the Component Negotiating Committee

HOURS OF WORK SCHEDULE

All employees within this Sub-Agreement shall come within Category A except for employees in the following classes who shall be categorized as Category C employees:

Community College Instructor A, B, C, ABE
Teacher of the Deaf 1, 2, 3
Teacher Institutional 1, 2, 3
Teacher Institutional, P.I.O.

OVERTIME SCHEDULE

Assistant Counsellor Guidance
Consultant Visual Hearing Education 1
Correspondence Teacher 1
Correspondence Teacher 2
Correspondence Teacher 3
Correspondence Teacher 4
Language Specialist 1
Librarian 1
Librarian 2
Library Technician 1
Library Technician 2
Nursing Instructor Mental Health 1
Educational Assistant 1
Educational Assistant 2
Educational Assistant 3
Teacher Institutional 1
Teacher Institutional 2
Teacher Institutional P.I.O.

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for "office" employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

LETTER OF INTENT

SUBJECT: SERIES REVIEW
COLLEGE INSTRUCTIONAL CLASSIFICATIONS
ABE, CIB, CIC

1. The Employer agrees to conduct a series review of the instructional classifications ABE, CIB and CIC during the life of the current collective agreement.

2. An officer from the Civil Service Commission shall chair the Committee and there will be representation from the colleges and the Association.

The Committee shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or the Education Component Sub-Agreement. The Committee shall not supercede the activities of any Committees of the Association or of the Government and does not have the power to bind either the Association or the Government to its recommendations.

The parties agree to meet to review the report of the Committee and make recommendations to the Employer.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Feb. 24, 1988
Date

LETTER OF INTENT

SUBJECT: TEACHERS INSTITUTIONAL

During the life of the current collective agreement, the Civil Service Commission will conduct an assessment of the Teacher Institutional classification to ascertain if a series review is required.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Feb. 24, 1988
Date

```
  CLASSIFICATION      PAY
      TITLE           CODE

ABST COUNSLR GUID     ACG
 EFF  87 09 26
                         25513     26440     27348     28350     29372     30469
                        978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                         13.49     13.98     14.46     14.99     15.53     16.11

                         31622     32833     34062     35424
                       1212.20   1258.60   1305.73   1357.93
                         16.72     17.36     18.01     18.73

COMM COLL INSTR A     CIA
 EFF  87 09 26           26440     27348     28350
                       1013.55   1048.35   1086.78
                         13.98     14.46     14.99

COMM COLL INSTR ABE   ABE
 EFF  87 09 26           27934     28918     29958     31055     32190     33400
                       1070.83   1108.53   1148.40   1190.45   1233.95   1280.35
                         14.77     15.29     15.84     16.42     17.02     17.66

                         34648     35972     37391     38866     40360
                       1328.20   1378.95   1433.33   1489.88   1547.15
                         18.32     19.02     19.77     20.55     21.34

COMM COLL INSTR B     CIB
 EFF  87 09 26           29958     31055     32190     33400     34648     35972
                       1148.40   1190.45   1233.96   1280.35   1328.20   1378.95
                         15.84     16.42     17.02     17.66     18.32     19.02

                         37391     38866     40360
                       1433.33   1489.88   1547.15
                         19.77     20.55     21.34
```

CLASSIFICATION TITLE	PAY CODE						
CONN COLL INSTR C	CIC						
EFF 87 09 26		29958	31055	32190	33400	34648	35972
		1148.40	1190.45	1233.95	1280.35	1328.20	1378.95
		15.84	16.42	17.02	17.66	18.32	19.02
		37391	38866	40360	41987	43670	
		1433.33	1489.88	1547.15	1609.50	1674.03	
		19.77	20.55	21.34	22.20	23.09	
CON VISUAL/HEAR ED 1	VH1						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
CON VISUAL/HEAR ED 2	VH2						
EFF 87 09 26		32190	33400	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.95	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
		40360					
		1547.15					
		21.34					
CON VISUAL/HEAR ED 3	VH3						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
CORRESP TEACHER 1	DC1						
EFF 87 09 26		19688	20350	21012	21712	22487	23244
		754.73	780.10	805.46	832.30	862.03	891.03
		10.41	10.76	11.11	11.48	11.89	12.29

CLASSIFICATION TITLE	PAY CODE						
CORRESP TEACHER 2	DC2						
EFF 87 09 26		23092	23864	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
CORRESP TEACHER 3	DC3						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
		31622					
		1212.20					
		16.72					
CORRESP TEACHER 4	DC4						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
CORRESP TEACHER 5	DC5						
EFF 87 09 26		33400	34648	35972	37391	38866	40360
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15
		17.66	18.32	19.02	19.77	20.55	21.34
EDUCATION CONSULTNT	EDC						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					

```
  CLASSIFICATION      PAY
      TITLE           CODE

EDUCATIONAL ASST 1    LS1
 EFF  87 09 26
                          21996     22695     23471     24265     25097     25948
                         843.18    870.00    899.73    930.18    962.08    994.70
                          11.63     12.00     12.41     12.83     13.27     13.72

EDUCATIONAL ASST 2    LS2
 EFF  87 09 26
                          24662     25513     26440     27348     28350     29372
                         945.40    978.03   1013.55   1048.35   1086.78   1125.93
                          13.04     13.49     13.98     14.46     14.99     15.53

EDUCATIONAL ASST 3    LS3
 EFF  87 09 26
                          25948     26856     27859     28842     29920     31074
                         994.70   1029.50   1067.93   1105.63   1146.95   1191.18
                          13.72     14.20     14.73     15.25     15.82     16.43

GUIDANCE OFF          GOF
 EFF  87 09 26
                          33400     34856     36199     37561     39036     40625
                        1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                          17.66     18.43     19.14     19.86     20.64     21.48

                          42213
                        1618.20
                          22.32


LANGUAGE SPEC 1       LG1
 EFF  87 09 26
                          25513     26440     27348     28350     29372     30465
                         978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                          13.49     13.98     14.46     14.99     15.53     16.11

                          31622     32833     34062     35424
                        1212.20   1258.60   1305.73   1357.93
                          16.72     17.36     18.01     18.73
  CLASSIFICATION       PAY
      TITLE            CODE

LANGUAGE SPEC 2        LG2
 EFF  87 09 26
                             29958     31055     32190     33400     34648     35972
                           1148.40   1190.45   1233.95   1280.35   1328.20   1378.95
                             15.84     16.42     17.02     17.66     18.32     19.02

                             37391     38866     40360
                           1433.33   1489.88   1547.15
                             19.77     20.55     21.34

LANGUAGE SPEC 3        LG3
 EFF  87 09 26
                             33400     34856     36199     37561     39036     40625
                           1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                             17.66     18.43     19.14     19.86     20.64     21.48

                             42213
                           1618.20
                             22.32

LIBRARIAN 1            LN1
 EFF  87 09 26
                             25513     26440     27348     28350     29372     30469
                            978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                             13.49     13.98     14.46     14.99     15.53     16.11

LIBRARIAN 2            LN2
 EFF  87 09 26
                             28350     29372     30469     31622     32833     34062
                           1086.78   1125.93   1167.98   1212.20   1258.60   1305.73
                             14.99     15.53     16.11     16.72     17.36     18.01

                             35424
                           1357.93
                             18.73
```

SALARY SCHEDULE - APPENDIX A1
EDUCATION

```
  CLASSIFICATION      PAY
      TITLE           CODE

 LIBRARIAN 3          LN3
  EFF  87 09 26               31622    32833    34062    35424    37183    38923
                            1212.20  1258.60  1305.73  1357.93  1425.35  1492.05
                              16.72    17.36    18.01    18.73    19.66    20.58

 LIBRARIAN 4          LN4
  EFF  87 09 26               33400    34856    36199    37561    39036    40625
                            1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                              17.66    18.43    19.14    19.86    20.64    21.48

                              42213
                            1618.20
                              22.32

 LIBRARY TECHNICIAN 1  LV1
  EFF  87 09 26               20407    20993    21655    22336    23073    23868
                             782.28   804.75   830.13   856.23   884.50   914.95
                              10.79    11.10    11.45    11.81    12.20    12.62

 LIBRARY TECHNICIAN 2  LV2
  EFF  87 09 26               22884    23565    24322    25116    25910    26762
                             877.25   903.35   932.35   962.80   993.25  1025.88
                              12.10    12.46    12.86    13.28    13.70    14.15

 NURSE INS MEN HTH 1   NM1
  EFF  87 09 26               26119    27178    28218    29372    30563    31830
                            1001.23  1041.83  1081.70  1125.93  1171.60  1220.18
                              13.81    14.37    14.92    15.53    16.16    16.83

                              33230    34497
                            1273.83  1322.40
                              17.57    18.24
  CLASSIFICATION       PAY
      TITLE            CODE


 NURSE INS MEN HTH 2   NM2
  EFF  87 09 26                29958    31055    32190    33400    34648    35972
                             1148.40  1190.45  1233.95  1280.35  1328.20  1378.95
                               15.84    16.42    17.02    17.66    18.32    19.02

                               37391    38866    40360
                             1433.33  1489.88  1547.15
                               19.77    20.55    21.34

 NURSE INS MEN HTH 3   NM3
  EFF  87 09 26                31055    32171    33343    34573    35840    37183
                             1190.45  1233.23  1278.18  1325.30  1373.88  1425.35
                               16.42    17.01    17.63    18.28    18.95    19.66

                               38582    40057    41570
                             1479.00  1535.55  1593.55
                               20.40    21.18    21.98

 TEACHER INSTITUT PIO  TN
  EFF  87 09 26                25948    26856    27859    28842    29923    31074
                              994.70  1029.50  1067.93  1105.63  1146.95  1191.18
                               13.72    14.20    14.73    15.25    15.82    16.43

                               32209
                             1234.68
                               17.03

 TEACHER INSTITUT 1    TN1
  EFF  87 09 26                23092    23868    24662    25513    26440    27348
                              885.23   914.95   945.40   978.03  1013.55  1048.35
                               12.21    12.62    13.04    13.49    13.98    14.46

                               28350    29372
                             1086.78  1125.93
                               14.99    15.53
```

CLASSIFICATION TITLE	PAY CODE						
TEACHER INSTITUT 2	TN2						
EFF 87 09 26		25948	26856	27859	28842	29920	31074
		994.70	1029.50	1067.93	1105.63	1146.95	1191.18
		13.72	14.20	14.73	15.25	15.82	16.43
		32209	33476	34724			
		1234.68	1283.25	1331.10			
		17.03	17.70	18.36			
TEACHER INSTITUT 3	TN3						
EFF 87 09 26		31074	32209	33476	34724	35972	37391
		1191.18	1234.68	1283.25	1331.10	1378.95	1433.33
		16.43	17.03	17.70	18.36	19.02	19.77
		38866					
		1489.88					
		20.55					
TEACHER OF DEAF 1	TF1						
EFF 87 09 26		31055	32190	33400	34648	35972	37391
		1190.45	1233.95	1280.35	1328.20	1378.95	1433.33
		16.42	17.02	17.66	18.32	19.02	19.77
TEACHER OF DEAF 2	TF2						
EFF 87 09 26		32190	33400	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.95	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
		40360					
		1547.15					
		21.34					

```
  CLASSIFICATION      PAY
      TITLE           CODE

 TEACHER OF DEAF 3    TF3
  EFF  87 09 26
                        33400    34856    36199    37561    39036    40625
                      1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                        17.66    18.43    19.14    19.86    20.64    21.48

                        42213
                      1618.20
                        22.32
```

```
  CLASSIFICATION       PAY
      TITLE            CODE

 ABST COUNSLR GUID     ACG
  EFF  88 09 24
                         26270    27234    28161    29201    30260    31376
                       1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                         13.89    14.40    14.89    15.44    16.00    16.59

                         32568    33816    35083    36483
                       1248.45  1296.30  1344.88  1398.53
                         17.22    17.88    18.55    19.29

 COMM COLL INSTR A     CIA
  EFF  88 09 24
                         27234    28161    29201
                       1044.00  1079.53  1119.40
                         14.40    14.89    15.44

 COMM COLL INSTR ABE   ABE
  EFF  88 09 24
                         28766    29788    30866    31982    33154    34403
                       1102.73  1141.88  1183.20  1225.98  1270.93  1318.78
                         15.21    15.75    16.32    16.91    17.53    18.19

                         35689    37050    38507    40039    41570
                       1368.08  1420.28  1476.10  1534.83  1593.55
                         18.87    19.59    20.36    21.17    21.98

 COMM COLL INSTR B     CIB
  EFF  88 09 24
                         30866    31982    33154    34403    35689    37050
                       1183.20  1225.98  1270.93  1318.78  1368.08  1420.28
                         16.32    16.91    17.53    18.19    18.87    19.59

                         38507    40039    41570
                       1476.10  1534.83  1593.55
                         20.36    21.17    21.98
 CLASSIFICATION      PAY
     TITLE           CODE


 COMM COLL INSTR C    CIC
  EFF  88 09 24             30866    31982    33154    34403    35689    37050
                          1183.20  1225.98  1270.93  1318.78  1368.08  1420.28
                            16.32    16.91    17.53    18.19    18.87    19.59

                            38507    40039    41570    43254    44975
                          1476.10  1534.83  1593.55  1658.08  1724.05
                            20.36    21.17    21.98    22.87    23.78

 CON VISUAL/HEAR ED 1  VH1
  EFF  88 09 24             30268    31376    32568    33816    35083    36483
                          1160.80  1202.78  1248.45  1296.30  1344.88  1398.53
                            16.00    16.59    17.22    17.88    18.55    19.29

 CON VISUAL/HEAR ED 2  VH2
  EFF  88 09 24             33154    34403    35689    37050    38507    40039
                          1270.93  1318.78  1368.08  1420.28  1476.10  1534.83
                            17.53    18.19    18.87    19.59    20.36    21.17

                            41570
                          1593.55
                            21.98

 CON VISUAL/HEAR ED 3  VH3
  EFF  88 09 24             34403    35897    37277    38696    40209    41835
                          1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                            18.19    18.98    19.71    20.46    21.26    22.12

                            43481
                          1666.78
                            22.99
```

CLASSIFICATION TITLE	PAY CODE						
CORRESP TEACHER 1	DC1						
EFF 88 09 24		20274	20955	21636	22355	23168	23943
		777.20	803.30	829.40	856.95	888.13	917.85
		10.72	11.08	11.44	11.82	12.25	12.66
CORRESP TEACHER 2	DC2						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
CORRESP TEACHER 3	DC3						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
		32568					
		1248.45					
		17.22					

CLASSIFICATION TITLE	PAY CODE						
CORRESP TEACHER 4	DC4						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
CORRESP TEACHER 5	DC5						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98
EDUCATION CONSULTNT	EDC						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
EDUCATIONAL ASST 1	LS1						
EFF 88 09 24		22657	23376	24170	24984	25854	26724
		868.55	896.10	926.55	957.73	991.08	1024.43
		11.98	12.36	12.78	13.21	13.67	14.13
EDUCATIONAL ASST 2	LS2						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
EDUCATIONAL ASST 3	LS3						
EFF 88 09 24		26724	27669	28691	29712	30809	32000
		1024.43	1060.68	1099.83	1138.98	1181.03	1226.70
		14.13	14.63	15.17	15.71	16.29	16.92
GUIDANCE OFF	GOF						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					

CLASSIFICATION TITLE	PAY CODE						
LANGUAGE SPEC 1	LG1						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
		32568	33816	35083	36483		
		1248.45	1296.30	1344.88	1398.53		
		17.22	17.88	18.55	19.29		
LANGUAGE SPEC 2	LG2						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			
LANGUAGE SPEC 3	LG3						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
LIBRARIAN 1	LN1						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
LIBRARIAN 2	LN2						
EFF 88 09 24		29201	30260	31376	32568	33816	35083
		1119.40	1160.00	1202.78	1248.45	1296.30	1344.88
		15.44	16.00	16.59	17.22	17.88	18.55
		36483					
		1398.53					
		19.29					

CLASSIFICATION TITLE	PAY CODE						
LIBRARIAN 3	LN3						
EFF 88 09 24		32568	33816	35083	36483	38299	40095
		1248.45	1296.30	1344.88	1398.53	1468.13	1537.00
		17.22	17.88	18.55	19.29	20.25	21.20
LIBRARIAN 4	LN4						
EFF 88 09 24		34463	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
LIBRARY TECHNICIAN 1	LV1						
EFF 88 09 24		22014	22620	23300	24000	24757	25570
		843.90	867.10	893.20	920.03	949.03	980.20
		11.64	11.96	12.32	12.69	13.09	13.52
LIBRARY TECHNICIAN 2	LV2						
EFF 88 09 24		24813	25513	26308	27121	27934	28804
		951.20	978.03	1008.48	1039.65	1070.83	1104.18
		13.12	13.49	13.91	14.34	14.77	15.23
NURSE INS MEN HTH 1	NM1						
EFF 88 09 24		26894	27991	29069	30260	31471	32776
		1030.95	1073.00	1114.33	1160.00	1206.40	1256.43
		14.22	14.80	15.37	16.00	16.64	17.33
		34232	35537				
		1312.25	1362.28				
		18.10	18.79				
NURSE INS MEN HTH 2	NM2						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			

```
 CLASSIFICATION      PAY
     TITLE           CODE

NURSE INS MEN HTH 3   NM3
 EFF  88 09 24                31982    33135    34346    35613    36918    38299
                            1225.98  1270.20  1316.60  1365.18  1415.20  1468.13
                              16.91    17.52    18.16    18.83    19.52    20.25

                              39736    41268    42819
                            1523.23  1581.95  1641.40
                              21.01    21.82    22.64

TEACHER INSTITUT PIO  TN
 EFF  88 09 24                26724    27669    28691    29712    30809    32000
                            1024.43  1060.68  1099.83  1138.98  1181.03  1226.70
                              14.13    14.63    15.17    15.71    16.29    16.92

                              33173
                            1271.65
                              17.54

TEACHER INSTITUT 1    TN1
 EFF  88 09 24                23792    24586    25400    26270    27234    28161
                             912.05   942.50   973.68  1007.03  1044.00  1079.53
                              12.58    13.00    13.43    13.89    14.40    14.89

                              29201    30260
                            1119.40  1160.00
                              15.44    16.00

TEACHER INSTITUT 2    TN2
 EFF  88 09 24                26724    27669    28691    29712    30809    32000
                            1024.43  1060.68  1099.83  1138.98  1181.03  1226.70
                              14.13    14.63    15.17    15.71    16.29    16.92

                              33173    34478    35764
                            1271.65  1321.68  1370.98
                              17.54    18.23    18.91
```

```
  CLASSIFICATION        PAY
      TITLE             CODE

 TEACHER INSTITUT 3     TN3
  EFF  88 09 24
                           32000    33173    34478    35764    37050    38507
                         1226 70  1271.65  1321.68  1370.98  1420.28  1476.10
                           16.92    17.54    18.23    18.91    19.59    20.36

                           40039
                         1534.83
                           21.17

 TEACHER OF DEAF 1      TF1
  EFF  88 09 24
                           31982    33154    34403    35689    37050    38507
                         1225.98  1270.93  1318.78  1368.08  1420.28  1476.10
                           16.91    17.53    18.19    18.87    19.59    20.36

 TEACHER OF DEAF 2      TF2
  EFF  88 09 24
                           33154    34403    35689    37050    38507    40039
                         1270.93  1318.78  1368.08  1420.28  1476.10  1534.83
                           17.53    18.19    18.87    19.59    20.36    21.17

                           41570
                         1593.55
                           21.98

 TEACHER OF DEAF 3      TF3
  EFF  88 09 24
                           34403    35897    37277    38696    40209    41835
                         1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                           18.19    18.98    19.71    20.46    21.26    22.12

                           43481
                         1666.78
                           22.99
```

HEALTH COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement, from the previous Sub-Agreement, shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement, unless otherwise specified.

HOURS OF WORK

2:01 All employees shall come within one of the following hours of work categories:

a) thirty-six and one-quarter (36 1/4) hours per week;
b) forty (40) hours per week.

2:02 The hours of work category (A or B) applicable to each classification shall be indicated in Appendix "A" to this Component Sub-Agreement.

2:03 Category (A)

Employees coming within Category (A) of Section 2:01 shall work a regular work day of seven and one-quarter (7 1/4) consecutive hours and a regular work week of thirty-six and one-quarter (36 1/4) hours exclusive of lunch periods. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 Category B

Employees coming within Category (B) of Section 2:01 shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration, however, where it is mutually agreed between the supervisor and the employee, such meal periods shall not exceed one (1) hour in duration.

2:05 Where an employee is designated to be on duty to supervise residents during his meal period, such time shall form part of his work day.

2:06 Any variations to a work day or work week other than those described in Sections 2:03 and 2:04 shall only be instituted by mutual consent of both of the parties hereto.

2:07 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

2:08 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.

OVERTIME

3:01 For the purpose of this Agreement, overtime shall mean:

a) In the case of a full-time employee, authorized time worked in excess of his regular work day or regular work week;

b) In the case of a part-time employee, all authorized time worked in excess of seven and one-quarter or eight (7 1/4 or 8) hours in a day or thirty-six and one-quarter or forty (36 1/4 or 40) hours in a week.

3:02 A supervisor authorized to do so, may require an employee under his authority to work overtime.

Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.

3:03 The sections of this Sub-Agreement dealing with compensation for overtime shall apply to those employees who are in a classification listed in Appendix "B" attached to and forming part of this Component Sub-Agreement.

3:04 An employee who works overtime on his regular work day shall be compensated at time and one-half (1 1/2x) for all such time worked.

3:05 An employee who works a day of rest shall be compensated at double time (2x) for all time worked on that day.

3:06 Except as provided in 7:01, an employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his regular work day. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:08 a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off within ninety (90) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.

b) Where mutual agreement has not been reached within this ninety (90) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:09 Overtime shall be paid at the appropriate step within the employee's pay range attached to his classification excluding any extra qualification payments.

3:10 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on his day(s) of rest, he may be compensated for such days through time off at straight time.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:04 Time off under 4:03(a) shall be at a time agreed to by the employing authority or authorized supervisory official.

4:05 Where arrangements under 4:03 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 5:00 P.M. and 5:00 A.M., shall receive a shift premium of four dollars ($4.00) for the shift in addition to his regular pay.

Effective March 26, 1988 such shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 such shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 such shift premium shall be increased to four dollars and eighty cents ($4.80).

5:02 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

6:01 Except as provided in Section 7:01, an employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

6:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

6:03 An employee on stand-by who is called back to work, shall be compensated in accordance with call-out provisions of Article 3:07 in addition to stand-by pay.

CALL DUTY

7:01 Medical Technologists shall be eligible to receive call duty allowances as set forth in the following:

a) Technologists who are required by the Manitoba Health Services Commission to provide call duty services at the Laboratory and X-ray units shall receive fifteen dollars and fifty cents ($15.50) for each twenty-four (24) hour period or less of call duty on a regular working day and twenty-one dollars ($21.00) for each twenty-four (24) hour period or less of call duty on a day of rest or a paid holiday that is not a regular working day. To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

Effective March 25, 1989 such call duty allowances shall be increased to sixteen dollars ($16.00) for each twenty-four (24) hour period or less of call duty on a regular working day and twenty-two dollars ($22.00) for each twenty-four (24) hour period or less of call duty on a day of rest or a paid holiday that is not a regular working day.

Effective March 24, 1990 such call duty allowances shall be increased to sixteen dollars and fifty cents ($16.50) for each twenty-four (24) hour period or less of call duty on a regular working day and twenty-three dollars ($23.00) for each twenty-four (24) hour period or less of call duty on a day of rest or paid holiday that is not a regular working day.

b) In addition to the allowance referred to in 7:01(a), every Technologist while on call duty shall receive the greater accumulated amount of twenty-two dollars and fifty cents ($22.50) for each call-back worked, or compensatory leave or payment at the applicable overtime rate for all time worked.

7:02 For the purpose of this Article, a call-back shall be defined as a call to the hospital irrespective of the number of patients, tests, or examinations handled and shall be calculated from the time of arrival to the time of departure.

7:03 When a Medical Technologist has been called back to work, he shall be paid either:

a) Transportation costs at the applicable government mileage rate from his place of residence to his place of work and return, in the event he uses his own vehicle; or

b) Return taxi fare from his place of residence to his place of work.

QUALIFICATION PAY

8:01 Experienced dentists with license to practice in Manitoba and holding, through recognized university post-graduate training, their D.D.P.H. (or other equivalent) may be employed as Dentist 1 in the Psychiatric services at a salary rate two (2) steps above the minimum of the applicable pay range.

8:02 Nurses are eligible for additional qualification pay as follows:

a) Nurses who are both a Registered Psychiatric Nurse and a Registered Nurse - $50.00 per month ($23.00 bi-weekly);

b) Nurses holding a Bachelor of Nursing Science Degree - $65.00 per month ($29.90 bi-weekly).

8:03 Graduates holding a diploma in Psychiatric or General Nursing from an approved School of Nursing and who are eligible to attempt examinations for Registration within the Province of Manitoba, are eligible to be placed as "Graduate Nurse".

Persons in this classification may be employed on a term basis for a period not exceeding one (1) year during which period as a condition of employment the employee must pass the required examinations and attain registration in order to become a regular civil servant.

8:04 Medical Technologists are eligible to receive one of the two (2) additional qualification payments as set forth below:

a) Medical Technologists 1, 2, 3, 4 or 5 who are a Registered Radiological Technician and have successfully completed the Departmental Assistants course in Laboratory Technology or are a Registered Laboratory Technologist and have successfully completed the Departmental Assistants course in Radiography - $55.00 per month ($23.50 bi-weekly);

b) Medical Technologists 1, 2, 3, 4 or 5 who are both a Registered Radiological Technician and a Registered Laboratory Technologist and are in a position requiring both registrations - $90.00 per month ($41.40 bi-weekly).

8:05 A Licensed Practical Nurse holding a "Conditional License" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the minimum step of the range and may only be eligible for the first step within the applicable pay range when fully qualified as a "Licensed Practical Nurse". A Practical Nurse licensed as a fully qualified "Licensed Practical Nurse" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the first step within the applicable pay range.

8:06 Provided that the following academic qualifications are required and/or used on the job in the Medical Technologist 1 classification, the employing authority shall pay to any such employee the following extra monthly allowance for the said qualifications:

a) A.R.T. or A.C. - $90.00 per month ($41.40 bi-weekly);
b) B. Sc. and R.T. - $90.00 per month ($41.40 bi-weekly);
c) L.C.S.L.T. or F.C.A.M.R.T. - $120.00 per month ($55.20 bi-weekly);
d) B. Sc. and A.R.T. or B. Sc. and A.C. - $145.00 per month ($66.70 bi-weekly);
e) B. Sc. and L.C.S.L.T. or B. Sc. and F.C.A.M.R.T. - $167.50 per month ($77.05 bi-weekly).

An employee employed in the Medical Technologist 2, 3, 4 and 5 classifications shall be paid the above academic allowance if he possesses such academic qualifications regardless of whether or not they are required or used on the job.

8:07 Academic allowances payable as described in Article 8:06 shall be non-cumulative, that is the highest eligible allowance shall be paid to an employee so qualified.

8:08 Medical Technologists 1, 2, 3, 4 and 5 who have successfully completed the Cardiology Technologists Association examination and who are registered and in good standing with the aforesaid Association shall receive an additional thirty-five dollars ($35.00) per month ($16.10 bi-weekly) provided that such Medical Technologists are required to perform cardiographic examinations.

8:09 EKG Technologists who have achieved advanced certification shall receive an additional forty-five dollars ($45.00) per month ($20.70 bi-weekly).

8:10 Veterinarians in the Veterinary Medical Officer series possessing a certificate of successful completion of speciality board examination, and who maintains current membership in the registry of that speciality (Canadian or American), and who provides proof of same to the employer, in addition to any salary set out in the "Salary Schedule" attached to this agreement, shall receive one thousand five hundred dollars ($1,500.00) per year ($57.50 bi-weekly) above the regular pay set out for the level of classification in which the employee is presently classified. (Eligible specialties are those recognized by the Canadian Veterinary Medical Association and American Veterinary Medical Association which have qualifying examinations).

CAMP ALLOWANCE

9:01 An employee who is employed at a camp operated by a Mental Health Centre shall receive for each scheduled twenty-four (24) hour period or portion thereof:

a) a camp allowance of eleven dollars ($11.00);

b) four and one-half (4 1/2) hours compensatory leave at straight time to be taken in accordance with Article 3 of this Component Sub-Agreement. This compensatory leave shall be for all time worked in excess of his regular daily hours and shall be in lieu of daily overtime, stand-by, call out, or shift premium.
Effective March 25, 1989 such compensatory leave at straight time shall be increased to five (5) hours.
Effective March 24, 1990 such compensatory leave at straight time shall be increased to five and one-half (5 1/2) hours.

9:02 An employee required to be at a Mental Health Camp during the normal meal period shall be provided with a meal free of charge.

ACTING STATUS

10:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

10:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

RESPONSIBILITY PAY

11:01 Where a Nurse 1 or 2 is temporarily assigned the supervisory duties of a Charge Nurse (Nurse 3) during the absence of the incumbent of the position at Selkirk or Brandon Mental Health Centres or the Manitoba Developmental Centre for two (2) or more consecutive working days, such Nurse 1 or 2 shall be paid at the rate of pay for the higher classification (Nurse 3) from the date of such temporary assignment of supervisory duties until such temporary assignment is revoked.

11:02 A Nurse 1 or 2 who is receiving supervisory pay shall not be eligible to receive acting status pay as described in Article 10 of this Component Sub-agreement.

COURT LEAVE

12:01 a) An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

b) Should an employee be summoned or subpoenaed for matters occasioned by his work during his off duty hours, he shall receive applicable overtime rates in accordance with Article 3 of this Sub-agreement.

PAYMENT OF MONIES

13:01 Monies owed to employees for overtime, call-back, stand-by, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

14:01 A joint consultation Committee will be established and maintained in each of the permanent mental health facilities, and the provincial Laboratory and X-Ray Services Division. Each Committee shall consist of no more than three (3) representatives of the government and three (3) representatives of the Association. Except by mutual agreement, this Committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the Committee.

14:02 The Committee may make recommendations to the Association and the government with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or this Sub-Agreement. The Committee shall not supercede the activities of any Committee of the Association or of the government and it does not have the power to bind either the Association or its members or the government to its decisions or conclusions.

STAFF DEVELOPMENT

15:01 The parties recognize the desirability of ongoing staff development.

15:02 Educational leave policy shall be as set forth from time to time in the Regulations under the Civil Service Act.

WEEKEND PREMIUM

16:01 An employee shall receive thirty-five cents (35c) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 such weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 such weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 such weekend premium shall be increased to fifty cents (50c).

16:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

16:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

DEFERRED SALARY LEAVE PLAN

17:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Health Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan.

17:02 The implementation of the DSLP will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

Pat Joyce
Witness

Chris Novak
For the Component Negotiating Committee

APPENDIX "A"

HOURS OF WORK

All classifications in the Health Component Sub-Agreement come within hours of work Category "B" (40 hours per week) with the exception of the following classifications who come within hours of work Category "A" (36 1/4 hours per week):

Behaviour Counsellor
Clinical Clerk
Dental Assistant 1, 2
Dental Hygienist
Dental Nurse
Dentist 1, 2, 3
Dispensing Technician
Medical Equipment Technician 1, 2, 3
Occupational Therapist 1, 2
Pharmacist 1, 2
Physiotherapist 1, 2
Psychologist 1, 2, 3, 4
Veterinary Medical Officer 1, 2, 3, 4, 5

APPENDIX "B"

OVERTIME SCHEDULE

Activities Instructor 1,2,3,4
Behaviour Counsellor
Clinical Clerk
Community Health Worker 1,2
Dental Assistant 1,2
Dental Hygienist
Dental Nurse
Dietician
Dispensing Technician
E.E.K. Technologist
E.K.G. Technologist 1,2,3
Institutional Supervisor 1,2,3
Laboratory Assistant 1,2
Licensed Practical Nurse
Medical Equipment Technician 1,2,3
Medical Technologist 1,2,3,4 and 5
Nurse 1,2,3,4,5
Graduate Nurse
Nursing Attendant 1,2
Occupational Therapist 1,2
Physiotherapist 1,2
Psychiatric Nursing Assistant 1,2
Psychologist 1

MEMORANDUM OF DIRECTION REGARDING ARTICLE 3:08 OF THE HEALTH COMPONENT SUB-AGREEMENT

The parties hereto agree that in the event an employee grieves the unreasonable withholding of mutual agreement with respect to Article 3:08 of the Health Component Sub-Agreement, he may file such grievance at Step 2 of the Grievance Procedure as provided in the Government Employees' Master Agreement. No payment for the overtime period in question shall be made pending disposition of the grievance.

R.S. Olsen

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Witness

Witness

Feb. 24, 1988

Date

MEMORANDUM OF AGREEMENT

HEALTH COMPONENT SUB-AGREEMENT

SUBJECT: SHIFT SCHEDULING CHANGES AT PROVINCIAL HEALTH INSTITUTIONS

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Mental Health Institutions:

(a) Where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty-four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave, nor to emergency situations beyond the control of the employer.

(b) Should an employee not receive at least twenty-four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one-half (1 1/2x) for all hours worked for the first shift which varies from the posted schedule.

R.S. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Witness

Witness

Feb. 24, 1988

Date

MEMORANDUM OF UNDERSTANDING
HEALTH COMPONENT SUB-AGREEMENT

SUBJECT: TRAVEL TIME

:01 Travelling Time within the Province of Manitoba is compensated for only in the circumstances and to the extent provided for in this Memorandum.

:02 Where an employee is required to travel outside of his work location on government business, the time of departure and the means of such travel shall be determined by his supervisor and such employee shall receive compensatory leave at straight time in accordance with Article 4 of the Health Component Sub-Agreement.

:03 Compensatory leave as described in :02 for travel time shall be recognized only on the following basis by the employing authority:

a) For travel by public transportation the time between the scheduled time of departure and the scheduled time of arrival at any destination, excluding scheduled or unscheduled stopovers, and excluding any scheduled or unscheduled delays by such public transportation because of mechanical failure, inclement weather, or any other reason that would affect the normal departing and arriving times of such public transportation;

b) For travel by private means of transportation, the normal time as determined by the employee's supervisor, to proceed from the employee's place of residence or workplace as the case may be, direct to his destination, and upon his return direct to his residence or workplace, as the case may be;

c) In the event that an alternate time of departure and/or means of travel is requested by the employee, his supervisor may authorize such alternate arrangements in which case straight time compensation for travel time shall not exceed that which would have been payable under the Supervisor's original determination.

:04 Where an employee is required to travel as set forth in clauses 02 and 03, the following shall apply:

a) On a normal working day on which he travels and works the employee shall be paid his regular pay for the day for a combined period of travel and work not exceeding his normal daily hours of work; and he shall receive straight time compensatory leave for time spent travelling outside his normal daily hours of work;

b) On a day of rest or designated holiday, the employee shall receive straight time compensatory leave for time spent travelling;

c) All calculations of travel time shall be based upon each completed one-half (1/2) hour of travel time rounded to the nearest one-half (1/2) hour, as herein defined.

:05 Travel Time is not recognized by the employing authority and the employee is not entitled to any compensatory leave in the following circumstances:

a) Time spent travelling to courses, training sessions, conferences and seminars to which the employee requests to attend;
b) Time spent travelling while an employee is on a call out;
c) Time spent travelling from an employee's residence to his work location and return;
d) Time spent travelling within the limits of the City of Winnipeg or for distances of less than 25 kms (50 kms return), which shall be recognized as his normal work area within his work location.

:06 a) Where an employee is required to report for duty at the commencement of his work day at a location other than his normal work location, the greater of fifteen (15) minutes or the time normally spent by such employee travelling from his residence to his normal work location, shall be deducted from travel time as described in :04.

b) Where an employee terminates his work day at a location other than his normal work location, the greater of fifteen (15) minutes or the time normally spent by such employee travelling from his normal work location to his place of residence shall be deducted from travel time as described in :04.

:07 Under no circumstances is travel time recognized as time worked for the purposes of overtime or benefit calculation.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Witness

Witness

Feb. 24, 1988

Date

CLASSIFICATION TITLE	PAY CODE						
ACTIVITIES INSTR 1	AI1						
EFF 87 09 26		19408	20013	20681	21370	22058	22873
		744.00	767.20	792.80	819.20	845.60	876.80
		9.30	9.59	9.91	10.24	10.57	10.96
ACTIVITIES INSTR 2	AI2						
EFF 87 09 26		23081	23853	24667	25544	26420	27318
		884.80	914.40	945.60	979.20	1012.80	1047.20
		11.06	11.43	11.82	12.24	12.66	13.09
ACTIVITIES INSTR 3	AI3						
EFF 87 09 26		24229	25085	25961	26900	27860	28841
		928.80	961.60	995.20	1031.20	1068.00	1105.60
		11.61	12.02	12.44	12.89	13.35	13.82
ACTIVITIES INSTR 4	AI4						
EFF 87 09 26		26420	27318	28340	29363	30490	31617
		1012.80	1047.20	1086.40	1125.60	1168.80	1212.00
		12.66	13.09	13.58	14.07	14.61	15.15
BEHAVIOUR COUNSLR	BHC						
EFF 87 09 26		25544	26420	27318	28340	29363	30490
		979.20	1012.80	1047.20	1086.40	1125.60	1168.80
		12.24	12.66	13.09	13.58	14.07	14.61
		31617					
		1212.00					
		15.15					
EFF 88 02 07		25551	26421	27310	28331	29372	30487
		979.48	1012.83	1046.90	1086.05	1125.93	1168.70
		13.51	13.97	14.44	14.98	15.53	16.12
		31622					
		1212.20					
		16.72					
CLINICAL CLERK	CCL						
EFF 87 09 26		prevailing rates					

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
HEALTH

CLASSIFICATION TITLE	PAY CODE						
COMMUN HLTH WRKR 1	CW1						
EFF 87 09 26		17739	18219	18803	19408	20013	20681
		680.00	698.40	720.80	744.00	767.20	792.80
		8.50	8.73	9.01	9.30	9.59	9.91
COMMUN HLTH WRKR 2	CW2						
EFF 87 09 26		20013	20681	21370	22059	22873	23645
		767.20	792.80	819.20	845.60	876.80	906.40
		9.59	9.91	10.24	10.57	10.96	11.33
DENTAL ASSISTANT 1	DA1						
EFF 87 09 26		18969	19499	20065	20690	21352	22014
		727.18	747.48	769.95	793.15	818.53	843.90
		10.03	10.31	10.62	10.94	11.29	11.64
DENTAL ASSISTANT 2	DA2						
EFF 87 09 26		20065	20690	21352	22014	22714	23471
		769.95	793.15	818.53	843.90	870.73	899.73
		10.62	10.94	11.29	11.64	12.01	12.41
DENTAL HYGIENIST	DLH						
EFF 87 09 26		22317	23092	23868	24662	25513	26440
		855.50	885.23	914.95	945.40	978.03	1013.55
		11.80	12.21	12.62	13.04	13.49	13.98
DENTAL NURSE	DLN						
EFF 87 09 26		26024	26932	27859	28861	29882	30979
		997.60	1032.40	1067.93	1106.35	1145.50	1187.55
		13.76	14.24	14.73	15.26	15.80	16.38
DENTIST 1	DE1						
EFF 87 09 26		45448	47358	49400	51538	53788	56115
		1742.18	1815.40	1893.70	1975.63	2061.90	2151.08
		24.03	25.04	26.12	27.25	28.44	29.67
DENTIST 2	DE2						
EFF 87 09 26		49400	51538	53788	56115	58592	61183
		1893.70	1975.63	2061.90	2151.08	2246.05	2345.38
		26.12	27.25	28.44	29.67	30.98	32.35
DENTIST 3	DE3						
EFF 87 09 26		51538	53788	56115	58592	61183	63926
		1975.63	2061.90	2151.08	2246.05	2345.38	2450.50
		27.25	28.44	29.67	30.98	32.35	33.80

```
  CLASSIFICATION       PAY
      TITLE            CODE

 DIETICIAN             DIE
  EFF  87 09 26                 26420     27318     28340     29363     30490     31617
                              1012.80   1047.20   1086.40   1125.60   1168.80   1212.00
                                12.66     13.09     13.58     14.07     14.61     15.15

 DIETICIAN 1           DI1
  EFF  87 09 26                 29968     31033     32180     33412     34643     35979
                              1148.80   1189.60   1233.60   1280.80   1328.00   1379.20
                                14.36     14.87     15.42     16.01     16.60     17.24

                                37356     38859     40361
                              1432.00   1489.60   1547.20
                                17.90     18.62     19.34

 DISPENSING TECHN      DIT
  EFF  87 09 26                 17702     18251     18799     19423     20010     20672
                               678.60    699.63    720.65    744.58    767.05    792.43
                                 9.36      9.65      9.94     10.27     10.58     10.93

 EEG TECHNOLOGIST      EEG
  EFF  87 09 26                 22580     23582     24626     25753     26921     28132
                               865.60    904.00    944.00    987.20   1032.00   1078.40
                                10.82     11.30     11.80     12.34     12.90     13.48

 EKG TECHNOLOGIST 1    EK1
  EFF  87 09 26                 15860     16382     16966     17593     18135     18803
                               608.00    628.00    650.40    674.40    695.20    720.80
                                 7.60      7.85      8.13      8.43      8.69      9.01

  EFF  88 02 27                 16027     16549     17133     17760     18323     18991
                               614.40    634.40    656.80    680.80    702.40    728.00
                                 7.68      7.93      8.21      8.51      8.78      9.10

 EKG TECHNOLOGIST 2    EK2
  EFF  87 09 26                 19158     19867     20619     21391     22184     23060
                               734.40    761.60    790.40    820.00    850.40    884.00
                                 9.18      9.52      9.88     10.25     10.63     11.05

  EFF  88 02 27                 19346     20076     20827     21600     22413     23290
                               741.60    769.60    798.40    828.00    859.20    892.80
                                 9.27      9.62      9.98     10.35     10.74     11.16
```

CLASSIFICATION TITLE	PAY CODE						
EKG TECHNOLOGIST 3	EK3						
EFF 87 09 26		22184	23060	23937	24876	25878	26921
		850.40	884.00	917.60	953.60	992.00	1032.00
		10.63	11.05	11.47	11.92	12.40	12.90
EFF 88 02 27		22413	23290	24166	25126	26128	27193
		859.20	892.80	926.40	963.20	1001.60	1042.40
		10.74	11.16	11.58	12.04	12.52	13.03
INSTIT SPVR 1	IR1						
EFF 87 09 26		21474	22100	22768	23478	24229	25001
		823.20	847.20	872.80	900.00	928.80	958.40
		10.29	10.59	10.91	11.25	11.61	11.98
INSTIT SPVR 2	IR2						
EFF 87 09 26		23415	24104	24855	25627	26441	27297
		897.60	924.00	952.80	982.40	1013.60	1046.40
		11.22	11.55	11.91	12.28	12.67	13.08
INSTIT SPVR 3	IR3						
EFF 87 09 26		24855	25627	26441	27297	28173	29092
		952.80	982.40	1013.60	1046.40	1080.00	1115.20
		11.91	12.28	12.67	13.08	13.50	13.94
LAB ASSISTANT 1	LA1						
EFF 87 09 26		16695	17196	17739	18219		
		640.00	659.20	680.00	698.40		
		8.00	8.24	8.50	8.73		
LAB ASSISTANT 2	LA2						
EFF 87 09 26		18114	18615	19200	19805	20389	21057
		694.40	713.60	736.00	759.20	781.60	807.20
		8.68	8.92	9.20	9.49	9.77	10.09
LIC PRACTICAL NURSE	LPN						
EFF 87 09 26		23352	24208	25064	26003	26963	
		895.20	928.00	960.80	996.80	1033.60	
		11.19	11.60	12.01	12.46	12.92	
MED EQUIP TECHN 1	ME1						
EFF 87 09 26		21996	22695	23471	24227	25097	25948
		843.18	870.00	899.73	928.73	962.08	994.70
		11.63	12.00	12.41	12.81	13.27	13.72

CLASSIFICATION TITLE	PAY CODE						
MED EQUIP TECHN 2	ME2						
EFF 87 09 26		24227	25097	25948	26856	27859	28842
		928.73	962.08	994.70	1029.50	1067.93	1105.63
		12.81	13.27	13.72	14.20	14.73	15.25
MED EQUIP TECHN 3	ME3						
EFF 87 09 26		25948	26856	27859	28842	29920	31055
		994.70	1029.50	1067.93	1105.63	1146.95	1190.45
		13.72	14.20	14.73	15.25	15.82	16.42
MED TECHNOLOGIST 1	MG1						
EFF 87 09 26		24229	25231	26316	27443	28653	29906
		928.80	967.20	1008.80	1052.00	1098.40	1146.40
		11.61	12.09	12.61	13.15	13.73	14.33
MED TECHNOLOGIST 2	MG2						
EFF 87 09 26		24813	25920	27088	28340	29613	30970
		951.20	993.60	1038.40	1086.40	1135.20	1187.20
		11.89	12.42	12.98	13.58	14.19	14.84
MED TECHNOLOGIST 3	MG3						
EFF 87 09 26		26379	27610	28820	30156	31533	32994
		1011.20	1058.40	1104.80	1156.00	1208.80	1264.80
		12.64	13.23	13.81	14.45	15.11	15.81
MED TECHNOLOGIST 4	MG4						
EFF 87 09 26		28820	30135	31533	32973	34518	36083
		1104.80	1155.20	1208.80	1264.00	1323.20	1383.20
		13.81	14.44	15.11	15.80	16.54	17.29
MED TECHNOLOGIST 5	MG5						
EFF 87 09 26		32055	33537	35081	36730	38441	40236
		1228.80	1285.60	1344.80	1408.00	1473.60	1542.40
		15.36	16.07	16.81	17.60	18.42	19.28
NURSE GRADUATE	NIL						
EFF 87 09 26		25982					
		996.00					
		12.45					
NURSE 1	N1						
EFF 87 09 26		27318	28445	29530	30678	31763	32890
		1047.20	1090.40	1132.00	1176.00	1217.60	1260.80
		13.09	13.63	14.15	14.70	15.22	15.76

CLASSIFICATION TITLE	PAY CODE						
NURSE 2	N2						
EFF 87 09 26		28758	29906	30991	32118	33224	34476
		1102.40	1146.40	1188.00	1231.20	1273.60	1321.60
		13.78	14.33	14.85	15.39	15.92	16.52
NURSE 3	N3						
EFF 87 09 26		29906	30991	32118	33224	34476	35749
		1146.40	1188.00	1231.20	1273.60	1321.60	1370.40
		14.33	14.85	15.39	15.92	16.52	17.13
NURSE 4	N4						
EFF 87 09 26		30991	32118	33224	34476	35749	37001
		1188.00	1231.20	1273.60	1321.60	1370.40	1418.40
		14.85	15.39	15.92	16.52	17.13	17.73
NURSE 5	N5						
EFF 87 09 26		32118	33224	34476	35749	37001	38233
		1231.20	1273.60	1321.60	1370.40	1418.40	1465.60
		15.39	15.92	16.52	17.13	17.73	18.32
NURSING ATTENDANT 1	NA1						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57
NURSING ATTENDANT 2	NA2						
EFF 87 09 26		20013	20681	21370	22059	22873	23645
		767.20	792.80	819.20	845.60	876.80	906.40
		9.59	9.91	10.24	10.57	10.96	11.33
OCCUP THERAPIST 1	OT1						
EFF 87 09 26		28340	29363	30490	31617	32827	
		1086.40	1125.60	1168.80	1212.00	1258.40	
		13.58	14.07	14.61	15.15	15.73	
EFF 88 02 27		28331	29372	30487	31622	32833	
		1086.05	1125.93	1168.70	1212.20	1258.60	
		14.98	15.53	16.12	16.72	17.36	

CLASSIFICATION TITLE	PAY CODE						
OCCUP THERAPIST 2	OT2						
EFF 87 09 26		34080	34643	35394	35979	36104	
		1306.40	1328.00	1356.80	1379.20	1384.00	
		16.33	16.60	16.96	17.24	17.30	
EFF 88 02 27		34081	34648	35386	35972	36105	
		1306.45	1328.20	1356.48	1378.95	1384.03	
		18.02	18.32	18.71	19.02	19.09	
PHARMACIST 1	PC1						
EFF 87 09 26		29958	31055	32190	33400	34648	35972
		1148.40	1190.45	1233.95	1280.35	1328.20	1378.95
		15.84	16.42	17.02	17.66	18.32	19.02
		37391	38866	40360			
		1433.33	1489.88	1547.15			
		19.77	20.55	21.34			
PHARMACIST 2	PC2						
EFF 87 09 26		34856	36123	37561	39036	40625	42213
		1336.18	1384.75	1439.85	1496.40	1557.30	1618.20
		18.43	19.10	19.86	20.64	21.48	22.32
PHYSIOTHERAPIST 1	PI1						
EFF 87 09 26		23457	24229	25085	25961	26900	27860
		899.20	928.80	961.60	995.20	1031.20	1068.00
		11.24	11.61	12.02	12.44	12.89	13.35
EFF 88 02 27		23452	24227	25078	25967	26894	27859
		899.00	928.73	961.35	995.43	1030.95	1067.93
		12.40	12.81	13.26	13.73	14.22	14.73

```
  CLASSIFICATION       PAY
      TITLE            CODE

PHYSIOTHERAPIST 2      PI2
 EFF  87 09 26                 25544     26420     27318     28340     29363     30490
                              979.20   1012.80   1047.20   1086.40   1125.60   1168.80
                               12.24     12.66     13.09     13.58     14.07     14.61

                               31617     32827     34080     35394
                             1212.00   1258.40   1306.40   1356.80
                               15.15     15.73     16.33     16.96

 EFF  88 02 27                 25551     26421     27310     28331     29372     30487
                              979.48   1012.83   1046.90   1086.05   1125.93   1168.70
                               13.51     13.97     14.44     14.98     15.53     16.12

                               31622     32833     34081     35386
                             1212.20   1258.60   1306.45   1356.48
                               16.72     17.36     18.02     18.71
PSYCH NURSE ASST 1     SN1
 EFF  87 09 26                 18219     18803     19408     20013     20681
                              698.40    720.80    744.00    767.20    792.80
                                8.73      9.01      9.30      9.59      9.91

PSYCH NURSE ASST 2     SN2
 EFF  87 09 26                 18803     19408     20013     20681     21370     22059
                              720.80    744.00    767.20    792.80    819.20    845.60
                                9.01      9.30      9.59      9.91     10.24     10.57
PSYCHOLOGIST 1         PY1
 EFF  87 09 26                 25513     26440     27348     28350     29372     30469
                              978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                               13.49     13.98     14.46     14.99     15.53     16.11

                               31622     32833     34062     35424
                             1212.20   1258.60   1305.73   1357.93
                               16.72     17.36     18.01     18.73

PSYCHOLOGIST 2         PY2
 EFF  87 09 26                 33400     34856     36199     37561     39036     40625
                             1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                               17.66     18.43     19.14     19.86     20.64     21.48

                               42213
                             1618.20
                               22.32
  CLASSIFICATION       PAY
      TITLE            CODE

 PSYCHOLOGIST 3        PY3
  EFF  87 09 26
                          38147    39603    41154    42800    44502    46374
                        1462.33  1518.15  1577.60  1640.68  1705.93  1777.70
                          20.17    20.94    21.76    22.63    23.53    24.52

                          48341
                        1853.10
                          25.56

 PSYCHOLOGIST 4        PY4
  EFF  87 09 26
                          42800    44502    46374    48341    50460    52635
                        1640.68  1705.93  1777.70  1853.10  1934.30  2017.66
                          22.63    23.53    24.52    25.56    26.68    27.83

                          54942    57344
                        2106.13  2198.20
                          29.05    30.32
 VET MEDICAL OFF 1     VT1
  EFF  87 09 26
                          36199    37561    39036    40625    42213    43916
                        1387.65  1439.85  1496.40  1557.30  1618.20  1683.45
                          19.14    19.86    20.64    21.48    22.32    23.22

 VET MEDICAL OFF 2     VT2
  EFF  87 09 26
                          39603    41154    42800    44502    46374    48341
                        1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                          20.94    21.76    22.63    23.53    24.52    25.56

 VET MEDICAL OFF 3     VT3
  EFF  87 09 26
                          41154    42800    44502    46374    48341    50460
                        1577.60  1640.68  1705.93  1777.70  1853.10  1934.30
                          21.76    22.63    23.53    24.52    25.56    26.68

 VET MEDICAL OFF 4     VT4
  EFF  87 09 26
                          41154    42800    44502    46374    48341    50460
                        1577.60  1640.68  1705.93  1777.70  1853.10  1934.30
                          21.76    22.63    23.53    24.52    25.56    26.68

                          52635
                        2017.66
                          27.83
```

CLASSIFICATION TITLE	PAY CODE						
VET MEDICAL OFF S	VTS						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
		54942	57344				
		2106.13	2198.20				
		29.05	30.32				

CLASSIFICATION TITLE	PAY CODE						
ACTIVITIES INSTR 1	AI1						
EFF 88 09 24		19993	20619	21307	22017	22726	23561
		766.40	790.40	816.80	844.00	871.20	903.20
		9.58	9.88	10.21	10.55	10.89	11.29
ACTIVITIES INSTR 2	AI2						
EFF 88 09 24		23770	24563	25398	26316	27213	28132
		911.20	941.60	973.60	1008.80	1043.20	1078.40
		11.39	11.77	12.17	12.61	13.04	13.48
ACTIVITIES INSTR 3	AI3						
EFF 88 09 24		24960	25836	26733	27714	28695	29697
		956.80	990.40	1024.80	1062.40	1100.00	1138.40
		11.96	12.38	12.81	13.28	13.75	14.23
ACTIVITIES INSTR 4	AI4						
EFF 88 09 24		27213	28132	29196	30240	31408	32556
		1043.20	1078.40	1119.20	1159.20	1204.00	1248.00
		13.04	13.48	13.99	14.49	15.05	15.60
BEHAVIOUR COUNSLR	BHC						
EFF 88 09 24		26327	27216	28123	29183	30260	31395
		1009.20	1043.28	1078.08	1118.68	1160.00	1203.50
		13.92	14.39	14.87	15.43	16.00	16.60
		32568					
		1248.45					
		17.22					
CLINICAL CLERK	CCL						
EFF 88 09 24		Prevailing rates.					
COMMUN HLTH WRKR 1	CW1						
EFF 88 09 24		18281	18761	19366	19993	20619	21307
		700.80	719.20	742.40	766.40	790.40	816.80
		8.76	8.99	9.28	9.58	9.88	10.21
COMMUN HLTH WRKR 2	CW2						
EFF 88 09 24		20619	21307	22017	22726	23561	24354
		790.40	816.80	844.00	871.20	903.20	933.60
		9.88	10.21	10.55	10.89	11.29	11.67

HEALTH

CLASSIFICATION TITLE	PAY CODE						
DENTAL ASSISTANT 1	DA1						
EFF 88 09 24		20539	21069	21674	22298	22979	23660
		787.35	807.65	830.85	854.78	880.88	906.98
		10.86	11.14	11.46	11.79	12.15	12.51
DENTAL ASSISTANT 2	DA2						
EFF 88 09 24		21674	22298	22979	23660	24397	25173
		830.85	854.78	880.88	906.98	935.25	964.98
		11.46	11.79	12.15	12.51	12.90	13.31
DENTAL HYGIENIST	DLH						
EFF 88 09 24		22979	23792	24586	25400	26270	27234
		880.88	912.05	942.50	973.68	1007.03	1044.00
		12.15	12.58	13.00	13.43	13.89	14.40
DENTAL NURSE	DLN						
EFF 88 09 24		27310	28256	29201	30242	31282	32417
		1046.90	1083.15	1119.40	1159.28	1199.15	1242.65
		14.44	14.94	15.44	15.99	16.54	17.14
DENTIST 1	DE1						
EFF 88 09 24		46809	48776	50876	53089	55396	57798
		1794.38	1869.78	1950.25	2035.08	2123.53	2215.60
		24.75	25.79	26.90	28.07	29.29	30.56
DENTIST 2	DE2						
EFF 88 09 24		50876	53089	55396	57798	60351	63018
		1950.25	2035.08	2123.53	2215.60	2313.48	2415.70
		26.90	28.07	29.29	30.56	31.91	33.32
DENTIST 3	DE3						
EFF 88 09 24		53089	55396	57798	60351	63018	65836
		2035.08	2123.53	2215.60	2313.48	2415.70	2523.73
		28.07	29.29	30.56	31.91	33.32	34.81
DIETICIAN	DIE						
EFF 88 09 24		27213	28132	29196	30240	31408	32556
		1043.20	1078.40	1119.20	1159.20	1204.00	1248.00
		13.04	13.48	13.99	14.49	15.05	15.60

```
  CLASSIFICATION      PAY
      TITLE           CODE

DIETICIAN 1           DI1
 EFF  88 09 24
                          30866    31972    33140    34413    35687    37064
                        1183.20  1225.60  1270.40  1319.20  1368.00  1420.80
                          14.79    15.32    15.88    16.49    17.10    17.76

                          38483    40027    41572
                        1475.20  1534.40  1593.60
                          18.44    19.18    19.92

DISPENSING TECHN      DIT
 EFF  88 09 24
                          18232    18799    19366    20010    20615    21296
                         698.90   720.65   742.40   767.05   790.25   816.35
                           9.64     9.94    10.24    10.58    10.90    11.26

EEG TECHNOLOGIST      EEG
 EFF  88 09 24
                          23248    24292    25356    26525    27735    28967
                         891.20   931.20   972.00  1016.80  1063.20  1110.40
                          11.14    11.64    12.15    12.71    13.29    13.88

EKG TECHNOLOGIST 1    EK1
 EFF  88 09 24
                          16507    17050    17655    18302    18866    19554
                         632.80   653.60   676.80   701.60   723.20   749.60
                           7.91     8.17     8.46     8.77     9.04     9.37

EKG TECHNOLOGIST 2    EK2
 EFF  88 09 24
                          19930    20681    21453    22246    23081    23979
                         764.00   792.80   822.40   852.80   884.80   919.20
                           9.55     9.91    10.28    10.66    11.06    11.49

EKG TECHNOLOGIST 3    EK3
 EFF  88 09 24
                          23081    23979    24897    25878    26921    28007
                         884.80   919.20   954.40   992.00  1032.00  1073.60
                          11.06    11.49    11.93    12.40    12.90    13.42

INSTIT SPVR 1         IR1
 EFF  88 09 24
                          23874    24521    25210    25940    26713    27506
                         915.20   940.00   966.40   994.40  1024.00  1054.40
                          11.44    11.75    12.08    12.43    12.80    13.18

INSTIT SPVR 2         IR2
 EFF  88 09 24
                          25878    26587    27360    28153    28987    29885
                         992.00  1019.20  1048.80  1079.20  1111.20  1145.60
                          12.40    12.74    13.11    13.49    13.89    14.32
```

CLASSIFICATION TITLE	PAY CODE						
INSTIT SPVR 3	IR3						
EFF 88 09 24		27360	28153	28987	29885	30782	31721
		1048.80	1079.20	1111.20	1145.60	1180.00	1216.00
		13.11	13.49	13.89	14.32	14.75	15.20
LAB ASSISTANT 1	LA1						
EFF 88 09 24		17196	17718	18281	18761		
		659.20	679.20	700.80	719.20		
		8.24	8.49	8.76	8.99		
LAB ASSISTANT 2	LA2						
EFF 88 09 24		19053	19554	20160	20786	21391	22080
		730.40	749.60	772.80	796.80	820.00	846.40
		9.13	9.37	9.66	9.96	10.25	10.58
LIC PRACTICAL NURSE	LPN						
EFF 88 09 24		25648	26525	27401	28382	29363	
		983.20	1016.80	1050.40	1088.00	1125.60	
		12.29	12.71	13.13	13.60	14.07	
MED EQUIP TECHN 1	ME1						
EFF 88 09 24		22657	23376	24170	24946	25854	26724
		868.55	896.10	926.55	956.28	991.08	1024.43
		11.98	12.36	12.78	13.19	13.67	14.13
MED EQUIP TECHN 2	ME2						
EFF 88 09 24		24946	25854	26724	27669	28691	29712
		956.28	991.08	1024.43	1060.68	1099.83	1138.98
		13.19	13.67	14.13	14.63	15.17	15.71
MED EQUIP TECHN 3	ME3						
EFF 88 09 24		26724	27669	28691	29712	30809	31982
		1024.43	1060.68	1099.83	1138.98	1181.03	1225.98
		14.13	14.63	15.17	15.71	16.29	16.91
MED TECHNOLOGIST 1	MG1						
EFF 88 09 24		26191	27213	28340	29488	30740	32034
		1004.00	1043.20	1086.40	1130.40	1178.40	1228.00
		12.55	13.04	13.58	14.13	14.73	15.35

CLASSIFICATION TITLE	PAY CODE						
MED TECHNOLOGIST 2	MG2						
EFF 88 09 24		26775	27923	29133	30407	31721	33120
		1026.40	1070.40	1116.80	1165.60	1216.00	1269.60
		12.83	13.38	13.96	14.57	15.20	15.87
MED TECHNOLOGIST 3	MG3						
EFF 88 09 24		27172	28445	29676	31053	32473	33975
		1041.60	1090.40	1137.60	1190.40	1244.80	1302.40
		13.02	13.63	14.22	14.88	15.56	16.28
MED TECHNOLOGIST 4	MG4						
EFF 88 09 24		29676	31033	32473	33954	35561	37168
		1137.60	1189.60	1244.80	1301.60	1363.20	1424.80
		14.22	14.87	15.56	16.27	17.04	17.81
MED TECHNOLOGIST 5	MG5						
EFF 88 09 24		33015	34539	36125	37836	39589	41447
		1265.60	1324.00	1384.80	1450.40	1517.60	1588.80
		15.82	16.55	17.31	18.13	18.97	19.86
NURSE GRADUATE	NIL						
EFF 88 09 24		26754					
		1025.60					
		12.82					
NURSE 1	N1						
EFF 88 09 24		28904	30073	31200	32368	33495	34643
		1108.00	1152.80	1196.00	1240.80	1284.00	1328.00
		13.85	14.41	14.95	15.51	16.05	16.60
NURSE 2	N2						
EFF 88 09 24		29613	30803	31930	33078	34226	35520
		1135.20	1180.80	1224.00	1268.00	1312.00	1361.60
		14.19	14.76	15.30	15.85	16.40	17.02
NURSE 3	N3						
EFF 88 09 24		30803	31930	33078	34226	35520	36813
		1180.80	1224.00	1268.00	1312.00	1361.60	1411.20
		14.76	15.30	15.85	16.40	17.02	17.64

CLASSIFICATION TITLE	PAY CODE						
NURSE 4	N4						
EFF 88 09 24		31930	33078	34226	35520	36813	38107
		1224.00	1268.00	1312.00	1361.60	1411.20	1460.80
		15.30	15.85	16.40	17.02	17.64	18.26
NURSE 5	N5						
EFF 88 09 24		33078	34226	35520	36813	38107	39380
		1268.00	1312.00	1361.60	1411.20	1460.80	1509.60
		15.85	16.40	17.02	17.64	18.26	18.87
NURSING ATTENDANT 1	NA1						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89
NURSING ATTENDANT 2	NA2						
EFF 88 09 24		20619	21307	22017	22726	23561	24354
		790.40	816.80	844.00	871.20	903.20	933.60
		9.88	10.21	10.55	10.89	11.29	11.67
OCCUP THERAPIST 1	OT1						
EFF 88 09 24		29183	30260	31395	32568	33816	
		1118.68	1160.00	1203.50	1248.45	1296.30	
		15.43	16.00	16.60	17.22	17.88	
OCCUP THERAPIST 2	OT2						
EFF 88 09 24		35102	35689	36445	37050	37183	
		1345.60	1368.08	1397.08	1420.28	1425.35	
		18.56	18.87	19.27	19.59	19.66	
PHARMACIST 1	PC1						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			
PHARMACIST 2	PC2						
EFF 88 09 24		35897	37202	38696	40209	41835	43481
		1376.05	1426.08	1483.35	1541.35	1603.70	1666.78
		18.98	19.67	20.46	21.26	22.12	22.99

```
  CLASSIFICATION      PAY
      TITLE           CODE

PHYSIOTHERAPIST 1     PI1
 EFF  88 09 24                 24152     24946     25835     26743     27707     28691
                              925.83    956.28    990.35   1025.15   1062.13   1099.83
                               12.77     13.19     13.66     14.14     14.65     15.17

PHYSIOTHERAPIST 2     PI2
 EFF  88 09 24                 26327     27216     28123     29183     30260     31395
                             1009.20   1043.28   1078.08   1118.68   1160.00   1203.50
                               13.92     14.39     14.87     15.43     16.00     16.60

                               32568     33816     35102     36445
                             1248.45   1296.30   1345.60   1397.08
                               17.22     17.88     18.56     19.27

PSYCH NURSE ASST 1    BN1
 EFF  88 09 24                 18761     19366     19993     20619     21307
                              719.20    742.40    766.40    790.40    816.80
                                8.99      9.28      9.58      9.88     10.21

PSYCH NURSE ASST 2    BN2
 EFF  88 09 24                 19366     19993     20619     21307     22017     22726
                              742.40    766.40    790.40    816.80    844.00    871.20
                                9.28      9.58      9.88     10.21     10.55     10.89

PSYCHOLOGIST 1        PY1
 EFF  88 09 24                 26270     27234     28161     29201     30260     31376
                             1007.03   1044.00   1079.53   1119.40   1160.00   1202.78
                               13.89     14.40     14.89     15.44     16.00     16.59

                               32568     33816     35083     36483
                             1248.45   1296.30   1344.88   1398.53
                               17.22     17.88     18.55     19.29

PSYCHOLOGIST 2        PY2
 EFF  88 09 24                 34403     35897     37277     38696     40209     41835
                             1318.78   1376.05   1428.98   1483.35   1541.35   1603.70
                               18.19     18.98     19.71     20.46     21.26     22.12

                               43481
                             1666.78
                               22.99
```

CLASSIFICATION TITLE	PAY CODE						
PSYCHOLOGIST 3	PY3						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
		49798					
		1908.93					
		26.33					
PSYCHOLOGIST 4	PY4						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
		56587	59065				
		2169.20	2264.18				
		29.92	31.23				
VET MEDICAL OFF 1	VT1						
EFF 88 09 24		37277	38696	40209	41835	43481	45240
		1428.98	1483.35	1541.35	1603.70	1666.78	1734.20
		19.71	20.46	21.26	22.12	22.99	23.92
VET MEDICAL OFF 2	VT2						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
VET MEDICAL OFF 3	VT3						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
VET MEDICAL OFF 4	VT4						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
		54204					
		2077.85					
		28.66					

```
  CLASSIFICATION      PAY
      TITLE           CODE

 VET MEDICAL OFF 5    VTS
  EFF  88 09 24             44086    45845    47774    49798    51973    54204
                          1689.98  1757.40  1831.35  1908.93  1992.30  2077.85
                            23.31    24.24    25.26    26.33    27.48    28.66

                            56587    59065
                          2169.20  2264.18
                            29.92    31.23
```

LEGAL, INSPECTION AND REGULATORY COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement from the previous Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 With the exception of those listed in 2:05, the hours of work for all employees covered by this Sub-Agreement shall be:

a) thirty-six and one-quarter (36 1/4) hours per week; or
b) forty (40) hours per week.

2:02 The hours of work Category (A or B) applicable to each classification shall be indicated in Appendix "A" to this Component Sub-Agreement.

2:03 Employees whose hours of work are Category (A) of Section 2:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive, but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 Employees whose hours of work are Category (B) of Section 2:01 shall work eight (8) consecutive hours per work day exclusive of meal periods and forty (40) hours in each week, except as otherwise provided in Section 2:05.

2:05 Natural Resource Officers and Park Patrol may be required to work ten (10) days in each two week period excepting where a statutory holiday occurs on one of the ten (10) working days.

2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:03, the employing authority, with the approval of the Civil Service Commission, may set different hours of work.

2:07 Any variations to a work day or work week other than those described in Sections 2:03, 2:04, and 2:05 shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:08 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such times as may be specified by the head of the department.

2:09 The government policy regarding flexible hours is attached for informational purposes.

2:10 The hours of work established for Park Patrol are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:02 The sections within this Sub-Agreement dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule for this Sub-Agreement.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1-1/2x) for all overtime worked. Daily overtime will be paid after:

- seven and one-quarter (7 1/4) hours per day for employees whose hours of work are thirty-six and one-quarter (36 1/4) hours/week;
- eight (8) hours per day for employees whose hours of work are forty (40) hours/week.

3:04 An employee who is required to work on his/her day of rest is entitled to compensation at double time (2x) for all time worked with a minimum payment for three (3) hours overtime.

3:05 Natural Resource Officers and Park Patrol whose hours of work are determined in Section 2:05, are eligible for overtime on a daily basis after eight (8) hours of work and on a non-scheduled working day in accordance with the following:

1st, 2nd, 3rd and 4th day of rest - double time (2x).

In order to qualify for the premium rates on a non-scheduled working day, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

3:06 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:07 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

3:08 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification payments.

3:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work, a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:10 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes during his scheduled days off, he may be compensated for such days through compensatory leave at straight time rates.

3:11 Overtime monies shall be paid to employees as expeditiously as possible.

3:12 In order to qualify for the premium rate on his day of rest, as set out in Section 3:04, a Park Patrol employee must have received pay for all or part of each of the five (5) preceeding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.

COMPENSATORY LEAVE (COMPENSATORY TIME-OFF)

4:01 Where an employee, not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, the employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority or other authorized supervisory official, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:03 Time off under 4:02 a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under Section 4:02 are not made within sixty (60) calendar days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 is called out or scheduled to work overtime,the employee shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of four dollars ($4.00) for the shift in addition to his regular pay.

Effective March 26, 1988 the shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 the shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 the shift premium shall be increased to four dollars and eighty cents ($4.80).

5:02 The shift premium shall not be included in the calculations of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

5.03 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

WEEKEND PREMIUM

6:01 An employee shall receive thirty-five cents (35c) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 the weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 the weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 the weekend premium shall be increased to fifty cents (50c).

6:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

6:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

7:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

Effective March 26, 1988 the stand-by rate shall be six dollars and fifty cents ($6.50) on a regular working day, and thirteen dollars ($13.00) on a day of rest or on a paid holiday.

Effective March 25, 1989 the stand-by rate shall be seven dollars ($7.00) on a regular working day, and fourteen dollars ($14.00) on a day of rest or on a paid holiday.

Effective March 24, 1990 the stand-by rate shall be seven dollars and fifty cents ($7.50) on a regular working day, and fifteen dollars ($15.00) on a day of rest or on a paid holiday.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or location at which he may be reached and must be available to return for duty as quickly as possible if called or contacted.

7:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

7:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

COURT LEAVE

8:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert.
President of the Manitoba Government Employees' Association

Witness

Fernand A Leward
For the Component Negotiating Committee

APPENDIX "A"

HOURS OF WORK SCHEDULE

All employees within this Sub-Agreement shall come within Category A except those employees in the following classes who shall be categorized as Category B employees:

Natural Resource Officer 1 - 5
Highway Traffic Inspector 1 - 3
Motor Vehicle Inspector 1 - 2
Park Patrol 1 - 2

An employee in a classification identified as Category B may, if required to perform duties in an office, work 7 1/4 hours per day, 36 1/4 hours per week while he is assigned to the office. For purposes of overtime determination, normal hours of work for such an employee shall be as specified in Article 2:04 of this Sub-Agreement.

OVERTIME SCHEDULE

Apprenticeship Counsellor 1,2
Assessment Officer 1,2,3
Assistant Chief Driver Education
Assistant District Registrar
Assistant Fire Commissioner 1,2,3
Clerk of Court 1,2,3,4
Compliance Officer 1,2
Consumer Services Officer 1
Court Communicator 1,2
Court Reporter 1,2
Court Usher
Dairy Inspector 1,2,3
Dealer Inspector
Document Examiner
Driver Examiner 1,2,3
Employment Standards Officer 1,2
Enforcement Officer
Estates Officer 1,2
Highway Traffic Inspector 1,2,3
Human Rights Officer 1
Inspector Mechanical & Engineering Division 1
Inspector and Projectionist
Labour Board Officer 1
Land Titles Clerk 1,2,3,4,5
Liaison Officer 1,2
Mines Inspector 1,2
Motor Vehicle Inspector 1,2,3
Natural Resource Officer 1,2,3,4,5
Park Patrol 1,2
Property Appraiser 1,2
Public Health Inspector 1,2
Reviewing Officer 1,2
Safety and Health Officer 1,2
Senior Enforcement Officer
Sheriff 1,2,3
Sheriff's Officer 1,2,3,4
Survey Examiner 1,2,3

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after established office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per work day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

LEGAL, INSPECT., REGULATORY

CLASSIFICATION TITLE	PAY CODE						
APPRENTICESHP COUN 1	AL1						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
APPRENTICESHP COUN 2	AL2						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36
ASSESSMENT OFF 1	AS1						
EFF 87 09 26		20350	21012	21712	22487	23244	24038
		780.10	805.48	832.30	862.03	891.03	921.48
		10.76	11.11	11.48	11.89	12.29	12.71
ASSESSMENT OFF 2	AS2						
EFF 87 09 26		23868	24662	25513	26440	27348	28350
		914.95	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
ASSESSMENT OFF 3	AS3						
EFF 87 09 26		27859	28842	29920	31074	32209	33476
		1067.93	1105.63	1146.95	1191.18	1234.68	1283.25
		14.73	15.25	15.82	16.43	17.03	17.70
ASSESSMENT OFF 4	AS4						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15
ASSESSMENT OFF 5	AS5						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
		43916					
		1683.45					
		23.22					
ASST CH DRIVER EDUC	ACD						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73

CLASSIFICATION TITLE	PAY CODE						
ASST DIST REGISTRAR	ADR						
EFF 87 09 26		28350	29372	30469	31622	32833	34062
		1086.78	1125.93	1167.98	1212.20	1258.60	1305.73
		14.99	15.53	16.11	16.72	17.36	18.01
ASST FIRE COMMISNR 1	AF1						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
ASST FIRE COMMISNR 2	AF2						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36
ASST FIRE COMMISNR 3	AF3						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15
CH DRIVER EDUC	CDE						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
CH INSPECTION SERV	CIS						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
		50460					
		1934.30					
		26.68					
CLERK OF COURT 1	CC1						
EFF 87 09 26		20520	21182	21844	22544	23300	24057
		786.63	812.00	837.38	864.20	893.20	922.20
		10.85	11.20	11.55	11.92	12.32	12.72

CLASSIFICATION TITLE	PAY CODE						
CLERK OF COURT 2	CC2						
EFF 87 09 26		23868	24662	25513	26440	27348	28350
		914.95	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
CLERK OF COURT 3	CC3						
EFF 87 09 26		25097	25948	26856	27859	28842	29920
		962.08	994.70	1029.50	1067.93	1105.63	1146.95
		13.27	13.72	14.20	14.73	15.25	15.82
CLERK OF COURT 4	CC4						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
CLERK OF COURT 5	CC5						
EFF 87 09 26		30487	31641	32776	34024	35310	36653
		1168.70	1212.93	1256.43	1304.28	1353.58	1405.05
		16.12	16.73	17.33	17.99	18.67	19.38
COMPLIANCE OFF 1	CI1						
EFF 87 09 26		24662	25513	26440	27348	28350	29372
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53
COMPLIANCE OFF 2	CI2						
EFF 87 09 26		26856	27859	28842	29923	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
COMPLIANCE OFF 3	CI3						
EFF 87 09 26		31056	32190	33400	34648	35972	37391
		1190.45	1233.95	1280.35	1328.20	1378.95	1433.33
		16.42	17.02	17.66	18.32	19.02	19.77
CONSUMER SERV OFF 1	FC1						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.96	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73

```
  CLASSIFICATION      PAY
      TITLE           CODE

CONSUMER SERV OFF 2   FC2
 EFF  87 09 26
                        33400    34648    35972    37391    38866    40360
                      1280.35  1328.20  1378.95  1433.33  1489.88  1547.15
                        17.66    18.32    19.02    19.77    20.55    21.34

CONSUMER SERV OFF 3   FC3
 EFF  87 09 26
                        36767    38147    39603    41154    42800    44502
                      1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                        19.44    20.17    20.94    21.76    22.63    23.53

                        46374
                      1777.70
                        24.52

COURT COMMUN 1        CM1
 EFF  87 09 26
                        23868    24662    25513    26440    27348    28350
                       914.95   945.40   978.03  1013.55  1048.35  1086.78
                        12.62    13.04    13.49    13.98    14.46    14.99

COURT COMMUN 2        CM2
 EFF  87 09 26
                        25513    26440    27348    28350    29372    30469
                       978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                        13.49    13.98    14.46    14.99    15.53    16.11

COURT REPORTER 1      CR1
 EFF  87 09 26
                        22487    23244    24038
                       862.03   891.03   921.48
                        11.89    12.29    12.71

COURT REPORTER 2      CR2
 EFF  87 09 26
                        26213    27083    27991    28993    29977    31055
                      1004.85  1038.20  1073.00  1111.43  1149.13  1190.45
                        13.86    14.32    14.80    15.33    15.85    16.42

COURT REPORTER 3      CR3
 EFF  87 09 26
                        30487    31641    32776    34024    35310    36653
                      1168.70  1212.93  1256.43  1304.28  1353.58  1405.05
                        16.12    16.73    17.33    17.99    18.67    19.38

COURT USHER           CUS
 EFF  87 09 26
                        17192    17702    18251    18799    19423    20010
                       659.03   678.60   699.63   720.65   744.58   767.05
                         9.09     9.36     9.65     9.94    10.27    10.58
```

CLASSIFICATION TITLE	PAY CODE						
DAIRY INSPECTOR 1	DN1						
EFF 87 09 26		23868	24662	25513	26440	27348	28350
		914.55	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
DAIRY INSPECTOR 2	DN2						
EFF 87 09 26		27348	28350	29372	30469	31622	32833
		1048.35	1086.78	1125.93	1167.98	1212.20	1258.60
		14.46	14.99	15.53	16.11	16.72	17.36
DAIRY INSPECTOR 3	DN3						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
DEALER INSPECTOR	DIN						
EFF 87 09 26		24662	25513	26440	27348	28350	29372
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53
DEP CLERK COUNT CRT	DCC						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15
DEP PROTHONOTARY	DPR						
EFF 87 09 26		34024	35310	36653	38109	39585	41154
		1304.28	1353.58	1405.05	1460.88	1517.43	1577.60
		17.99	18.67	19.38	20.15	20.93	21.76
DIV SPVR DEPT LABOUR	DLB						
EFF 87 09 26		34224	35310	36653	38109	39585	41154
		1304.28	1353.58	1405.05	1460.88	1517.43	1577.60
		17.99	18.67	19.38	20.15	20.93	21.76
DOCUMENT EXAMINER	DEX						
EFF 87 09 26		26440	27348	28350	29372	30469	31622
		1013.55	1048.35	1086.78	1125.93	1167.98	1212.20
		13.98	14.46	14.99	15.53	16.11	16.72

```
  CLASSIFICATION      PAY
      TITLE           CODE

 DRIVER EXAMINER 1    DX1
  EFF  87 09 26               22317     23092     23868     24662     25513     26440
                             855.50    885.23    914.95    945.40    978.03   1013.55
                              11.80     12.21     12.62     13.04     13.49     13.98

 DRIVER EXAMINER 2    DX2
  EFF  87 09 26               23092     23868     24662     25513     26440     27348
                             885 23    914.95    945.40    978.03   1013.55   1048.35
                              12.21     12.62     13.04     13.49     13.98     14.46

 DRIVER EXAMINER 3    DX3
  EFF  87 09 26               24662     25513     26440     27348     28350     29372
                             945.40    978.03   1013.55   1048.35   1086.78   1125.93
                              13.04     13.49     13.98     14.46     14.99     15.53

 EMPLOY STAND OFF 1   EP1
  EFF  87 09 26               26856     27859     28842     29920     31074     32209
                            1029.50   1067.93   1105.63   1146.95   1191.18   1234.68
                              14.20     14.73     15.25     15.82     16.43     17.03

 EMPLOY STAND OFF 2   EP2
  EFF  87 09 26               28842     29920     31074     32209     33476     34724
                            1105.63   1146.95   1191.18   1234.68   1283.25   1331.10
                              15.25     15.82     16.43     17.03     17.70     18.36

 EMPLOY STAND OFF 3   EP3
  EFF  87 09 26               31641     32776     34024     35310     36653     38109
                            1212.93   1256.43   1304.28   1353.58   1405.05   1460.88
                              16.73     17.33     17.99     18.67     19.38     20.15

 ENFORCEMENT OFFICER  EFO
  EFF  87 09 26               26856     27859     28842     29920     31074     32209
                            1029.50   1067.93   1105.63   1146.95   1191.18   1234.68
                              14.20     14.73     15.25     15.82     16.43     17.03

 ESTATES OFFICER 1    ES1
  EFF  87 09 26               23868     24662     25513     26440     27348     28350
                             914.95    945.40    978.03   1013.55   1048.35   1086.78
                              12.62     13.04     13.49     13.98     14.46     14.99
```

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE						
ESTATES OFFICER 2	ES2						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
ESTATES OFFICER 3	ES3						
EFF 87 09 26		30487	31641	32776	34024	35310	36653
		1168.70	1212.93	1256.43	1304.28	1353.58	1405.05
		16.12	16.73	17.33	17.99	18.67	19.38
ESTATES OFFICER 4	ES4						
EFF 87 09 26		33400	34648	35972	37391	38866	40360
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15
		17.66	18.32	19.02	19.77	20.55	21.34
EXAMINATION OFFICER	EOL						
EFF 87 09 26		32190	33400	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.95	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
HUMAN RIGHTS OFF 1	HO1						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
HUMAN RIGHTS OFF 2	HO2						
EFF 87 09 26		33400	34648	35972	37391	38866	40360
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15
		17.66	18.32	19.02	19.77	20.55	21.34
HWY TRAFFIC INSP 1	HV1						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
HWY TRAFFIC INSP 2	HV2						
EFF 87 09 26		25961	26900	27860	28841	29927	31033
		995.20	1031.20	1068.00	1105.60	1147.20	1189.60
		12.44	12.89	13.35	13.82	14.34	14.87

```
  CLASSIFICATION       PAY
      TITLE            CODE

HWY TRAFFIC INSP 3     HV3
 EFF  87 09 26
                          26420     27316     28340     29363     30490     31617
                        1012.80   1047.20   1086.40   1125.60   1168.80   1212.00
                          12.66     13.09     13.58     14.07     14.61     15.15

INSP & PROJECTIONIST  IPR
 EFF  87 09 26
                          23092     23868     24662     25513     26440     27348
                         885.23    914.95    945.40    978.03   1013.55   1048.35
                          12.21     12.62     13.04     13.49     13.98     14.46

INSP COURT SERVICES   ICS
 EFF  87 09 26
                          34024     35310     36653     38109     39585     41154
                        1304.28   1353.58   1405.05   1460.84   1517.43   1577.60
                          17.99     18.67     19.38     20.15     20.93     21.76

INSP MECH ENG DIV 1   IM1
 EFF  87 09 26
                          28842     29920     31074     32209     33476     34724
                        1105.63   1146.95   1191.18   1234.68   1283.25   1331.10
                          15.25     15.82     16.43     17.03     17.70     18.36

INSP MECH ENG DIV 2   IM2
 EFF  87 09 26
                          31641     32776     34024     35310     36653     38109
                        1212.93   1256.43   1304.28   1353.58   1405.05   1460.84
                          16.73     17.33     17.99     18.67     19.38     20.15

INVESTIGATOR LABOUR   INV
 EFF  87 09 26
                          31641     32776     34024     35310     36653     38109
                        1212.93   1256.43   1304.28   1353.58   1405.05   1460.84
                          16.73     17.33     17.99     18.67     19.38     20.15

LABOUR BOARD OFF 1    LR1
 EFF  87 09 26
                          26856     27859     28842     29920     31074     32209
                        1029.50   1067.93   1105.63   1146.95   1191.18   1234.68
                          14.20     14.73     15.25     15.82     16.43     17.03
```

CLASSIFICATION TITLE	PAY CODE						
LAND TITLES CLERK 1	LT1						
EFF 87 09 26		18799	19423	20010	20672	21352	22071
		720.65	744.58	767.05	792.43	818.53	846.08
		9.94	10.27	10.58	10.93	11.29	11.67
LAND TITLES CLERK 2	LT2						
EFF 87 09 26		20350	21012	21712	22487	23244	24038
		780.10	805.48	832.30	862.03	891.03	921.48
		10.76	11.11	11.48	11.89	12.29	12.71
LAND TITLES CLERK 3	LT3						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
LAND TITLES CLERK 4	LT4						
EFF 87 09 26		24662	25513	26440	27348	28350	29372
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53
LAND TITLES CLERK 5	LT5						
EFF 87 09 26		26440	27348	28350	29372	30469	31622
		1013.55	1048.35	1086.78	1125.93	1167.98	1212.20
		13.98	14.46	14.99	15.53	16.11	16.72
LIAISON OFF 1	LO1						
EFF 87 09 26		22695	23471	24265	25097	25948	26856
		870.00	899.73	930.18	962.08	994.70	1029.50
		12.00	12.41	12.83	13.27	13.72	14.20
LIAISON OFF 2	LO2						
EFF 87 09 26		25948	26856	27859	28842	29920	31074
		994.70	1029.50	1067.93	1105.63	1146.95	1191.18
		13.72	14.20	14.73	15.25	15.82	16.43
MINES INSPECTOR 1	MI1						
EFF 87 09 26		25097	25948	26856	27859	28842	29920
		962.08	994.70	1029.50	1067.93	1105.63	1146.95
		13.27	13.72	14.20	14.73	15.25	15.82

CLASSIFICATION TITLE	PAY CODE						
MINES INSPECTOR 2	MI2						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
MINES INSPECTOR 3	MI3						
EFF 87 09 26		31055	32190	33400	34648	35972	37391
		1190.45	1233.95	1280.35	1328.20	1378.95	1433.33
		16.42	17.02	17.66	18.32	19.02	19.77
MINES INSPECTOR 4	MI4						
EFF 87 09 26		34024	35310	36653	38109	39585	41154
		1304.28	1353.58	1405.05	1460.88	1517.43	1577.60
		17.99	18.67	19.38	20.15	20.93	21.76
MINES INSPECTOR 5	MI5						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
		43916					
		1683.45					
		23.22					
MOTOR VEH INSP 1	VI1						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52
MOTOR VEH INSP 2	VI2						
EFF 87 09 26		23081	23853	24667	25544	26420	27318
		884.80	914.40	945.60	979.20	1012.80	1047.20
		11.06	11.43	11.82	12.24	12.66	13.09
MOTOR VEH INSP 3	VI3						
EFF 87 09 26		26440	27348	28350	29372	30469	31622
		1013.55	1048.35	1086.78	1125.93	1167.98	1212.20
		13.98	14.46	14.99	15.53	16.11	16.72
NATURAL RESOUR OFF 1	NR1						
EFF 87 09 26		23081	23853	24667			
		884.80	914.40	945.60			
		11.06	11.43	11.82			

EFFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL, INSPECT., REGULATORY

CLASSIFICATION TITLE	PAY CODE						
NATURAL RESOUR OFF 2	NR2						
EFF 87 09 26		25544	26420	27318	28340	29363	30490
		979.20	1012.80	1047.20	1086.40	1125.60	1168.80
		12.24	12.66	13.09	13.58	14.07	14.61
EFF 88 02 27		25794	26692	27589	28633	29655	30803
		988.80	1023.20	1057.60	1097.60	1136.80	1180.80
		12.36	12.79	13.22	13.72	14.21	14.76
NATURAL RESOUR OFF 3	NR3						
EFF 87 09 26		27318	28340	29363	30490	31617	32827
		1047.20	1086.40	1125.60	1168.80	1212.00	1258.40
		13.09	13.58	14.07	14.61	15.15	15.73
EFF 88 02 27		27589	28633	29655	30803	31930	33161
		1057.60	1097.60	1136.80	1180.80	1224.00	1271.20
		13.22	13.72	14.21	14.76	15.30	15.89
NATURAL RESOUR OFF 4	NR4						
EFF 87 09 26		31033	32180	33412	34643	35979	37356
		1189.60	1233.60	1280.80	1328.00	1379.20	1432.00
		14.87	15.42	16.01	16.60	17.24	17.90
NATURAL RESOUR OFF 5	NR5						
EFF 87 09 26		34017	35290	36667	38107	39610	41175
		1304.00	1352.80	1405.60	1460.80	1518.40	1578.40
		16.30	16.91	17.57	18.26	18.98	19.73
# PARK PATROL 1	PP1						
EFF 87 09 26		18803	19408	20013			
		720.80	744.00	767.20			
		9.01	9.30	9.59			
# PARK PATROL 2	PP2						
EFF 87 09 26		20681	21370	22059			
		792.80	819.20	845.60			
		9.91	10.24	10.57			
PROPERTY APPRAIS 1	PS1						
EFF 87 09 26		20350	21012	21712	22487	23244	24038
		780.10	805.48	832.30	862.03	891.03	921.46
		10.76	11.11	11.48	11.89	12.29	12.71
PROPERTY APPRAIS 2	PS2						
EFF 87 09 26		27859	28842	29920	31074	32209	33476
		1067.93	1105.63	1146.95	1191.18	1234.68	1283.25
		14.73	15.25	15.82	16.43	17.03	17.70

```
  CLASSIFICATION       PAY
      TITLE            CODE

PROPERTY APPRAIS 3     PS3
 EFF  87 09 26                 31641    32776    34024    35310    36653    38109
                             1212.93  1256.43  1304.28  1353.58  1405.05  1460.88
                               16.73    17.33    17.99    18.67    19.38    20.15

PROPERTY APPRAIS 4     PS4
 EFF  87 09 26                 34856    36199    37561    39036    40625    42213
                             1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                               18.43    19.14    19.86    20.64    21.48    22.32

                               43916
                             1683.45
                               23.22

PROPERTY APPRAIS 5     PS5
 EFF  87 09 26                 39603    41154    42800    44502    46374    48341
                             1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                               20.94    21.76    22.63    23.53    24.52    25.56

                               50460
                             1934.30
                               26.68

PUBLIC HLTH INSP 1     PR1
 EFF  87 09 26                 25513    26440    27348    28350    29372    30469
                              978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                               13.49    13.98    14.46    14.99    15.53    16.11

PUBLIC HLTH INSP 2     PR2
 EFF  87 09 26                 29920    31074    32209    33476    34724    35972
                             1146.95  1191.18  1234.68  1283.25  1331.10  1378.95
                               15.82    16.43    17.03    17.70    18.36    19.02

PUBLIC HLTH INSP 3     PR3
 EFF  87 09 26                 33476    34724    35972    37391    38866    40360
                             1283.25  1331.10  1378.95  1433.33  1489.88  1547.15
                               17.70    18.36    19.02    19.77    20.55    21.34

REGISTRAT & INV OFF    RIO
 EFF  87 09 26                 34856    36199    37561    39036    40625    42213
                             1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                               18.43    19.14    19.86    20.64    21.48    22.32
```

CLASSIFICATION TITLE	PAY CODE						
REVIEWING OFFICER 1	RW1						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
REVIEWING OFFICER 2	RW2						
EFF 87 09 26		28350	29372	30469	31622	32833	34062
		1086.78	1125.93	1167.98	1212.20	1258.60	1305.73
		14.99	15.53	16.11	16.72	17.36	18.01
REVIEWING OFFICER 3	RW3						
EFF 87 09 26		30487	31641	32776	34024	35310	36653
		1168.70	1212.93	1256.43	1304.28	1353.58	1405.05
		16.12	16.73	17.33	17.99	18.67	19.38
REVIEWING OFFICER 4	RW4						
EFF 87 09 26		32190	33400	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.95	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
SAFETY HEALTH OFF 1	SI1						
EFF 87 09 26		26856	27859	28842			
		1029.50	1067.93	1105.63			
		14.20	14.73	15.25			
SAFETY HEALTH OFF 2	SI2						
EFF 87 09 26		29920	31074	32209	33476	34724	35972
		1146.95	1191.18	1234.68	1283.25	1331.10	1378 95
		15.82	16.43	17.03	17.70	18.36	19.02
SAFETY HEALTH OFF 3	SI3						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	21.15
SAFETY HEALTH OFF 4	SI4						
EFF 87 09 26		33476	34724	35972	37391	38866	40369
		1283.25	1331.10	1378.95	1433.33	1489.88	1547.15
		17.70	18.36	19.02	19.77	20.55	21.34

CLASSIFICATION TITLE	PAY CODE						
SHERIFF 1	SH1						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
SHERIFF 2	SH2						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36
SHERIFF 3	SH3						
EFF 87 09 26		31074	32209	33476	34724	35972	37391
		1191.18	1234.68	1283.25	1331.10	1378.95	1433.33
		16.43	17.03	17.70	18.36	19.02	19.77
SHERIFFS OFFICER 1	SO1						
EFF 87 09 26		22317	23092	23868			
		855.50	885.23	914.95			
		11.80	12.21	12.62			
SHERIFFS OFFICER 2	SO2						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
SHERIFFS OFFICER 3	SO3						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
SHERIFFS OFFICER 4	SO4						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
SR COURT REPORTER	SRC						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15

CLASSIFICATION TITLE	PAY CODE						
SR ENFORCEMENT OFF	SE0						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36
SURVEY EXAMINER 1	SE1						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
SURVEY EXAMINER 2	SE2						
EFF 87 09 26		26440	27348	28350	29372	30469	31622
		1013.55	1048.35	1086.78	1125.93	1167.98	1212.20
		13.98	14.46	14.99	15.53	16.11	16.72
SURVEY EXAMINER 3	SE3						
EFF 87 09 26		27859	28842	29920	31074	32209	33476
		1067.93	1105.63	1146.95	1191.18	1234.68	1283.25
		14.73	15.25	15.82	16.43	17.03	17.70
SURVEY EXAMINER 4	SE4						
EFF 87 09 26		31055	32190	33400	34648	35972	37391
		1190.45	1233.95	1280.35	1328.20	1378.95	1433.33
		16.42	17.02	17.66	18.32	19.02	19.77

NOTE: # Civil Service and/or Departmental Classification

```
  CLASSIFICATION       PAY
      TITLE            CODE

APPRENTICESHP COUN 1  AL1
 EFF  88 09 24               27669     28691     29712     30809     32000     33173
                           1060.68   1099.83   1138.98   1181.03   1226.70   1271.65
                             14.63     15.17     15.71     16.29     16.92     17.54

APPRENTICESHP COUN 2  AL2
 EFF  88 09 24               29712     30809     32000     33173     34478     35764
                           1138.98   1181.03   1226.70   1271.65   1321.68   1370.98
                             15.71     16.29     16.92     17.54     18.23     18.91

ASSESSMENT OFF 1      AS1
 EFF  88 09 24               20955     21636     22355     23168     23943     24757
                            803.30    829.40    856.95    888.13    917.85    949.03
                             11.08     11.44     11.82     12.25     12.66     13.09

ASSESSMENT OFF 2      AS2
 EFF  88 09 24               24586     25400     26270     27234     28161     29201
                            942.50    973.68   1007.03   1044.00   1079.53   1119.40
                             13.00     13.43     13.89     14.40     14.89     15.44

ASSESSMENT OFF 3      AS3
 EFF  88 09 24               28691     29712     30809     32000     33173     34478
                           1099.83   1138.98   1181.03   1226.70   1271.65   1321.68
                             15.17     15.71     16.29     16.92     17.54     18.23

ASSESSMENT OFF 4      AS4
 EFF  88 09 24               32587     33759     35046     36369     37750     39244
                           1249.18   1294.13   1343.43   1394.18   1447.10   1504.38
                             17.23     17.85     18.53     19.23     19.96     20.75

ASSESSMENT OFF 5      AS5
 EFF  88 09 24               35897     37277     38696     40209     41835     43481
                           1376.05   1428.98   1483.35   1541.35   1603.70   1666.78
                             18.98     19.71     20.46     21.26     22.12     22.99

                             45240
                           1734.20
                             23.92

ASST CH DRIVER EDUC   ACD
 EFF  88 09 24               30260     31376     32568     33816     35083     36483
                           1160.00   1202.78   1248.45   1296.30   1344.88   1398.53
                             16.00     16.59     17.22     17.88     18.55     19.29
```

CLASSIFICATION TITLE	PAY CODE						
ASST DIST REGISTRAR	ADR						
EFF 88 09 24		29201	30260	31376	32568	33816	35083
		1119.40	1160.00	1202.78	1248.45	1296.30	1344.88
		15.44	16.00	16.59	17.22	17.88	18.55
ASST FIRE COMMISNR 1	AF1						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
ASST FIRE COMMISNR 2	AF2						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
ASST FIRE COMMISNR 3	AF3						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
CH DRIVER EDUC	CDE						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
CH INSPECTION SERV	CIS						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
		51973					
		1992.30					
		27.48					
CLERK OF COURT 1	CC1						
EFF 88 09 24		21958	22639	23319	24038	24813	25589
		841.73	867.83	893.93	921.48	951.20	980.93
		11.61	11.97	12.33	12.71	13.12	13.53
CLERK OF COURT 2	CC2						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL.INSPECT..REGULATORY

CLASSIFICATION TITLE	PAY CODE						
CLERK OF COURT 3	CC3						
EFF 88 09 24		25854	26724	27669	28691	29712	30809
		991.08	1024.43	1060.68	1099.83	1138.98	1181.03
		13.67	14.13	14.63	15.17	15.71	16.29
CLERK OF COURT 4	CC4						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
CLERK OF COURT 5	CC5						
EFF 88 09 24		31395	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96
COMPLIANCE OFF 1	CI1						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
COMPLIANCE OFF 2	CI2						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
COMPLIANCE OFF 3	CI3						
EFF 88 09 24		31982	33154	34403	35689	37050	38507
		1225.98	1270.93	1318.78	1368.08	1420.28	1476.10
		16.91	17.53	18.19	18.87	19.59	20.36
CONSUMER SERV OFF 1	FC1						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
CONSUMER SERV OFF 2	FC2						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98

CLASSIFICATION TITLE	PAY CODE						
CONSUMER SERV OFF 3	FC3						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
COURT COMMUN 1	CM1						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44
COURT COMMUN 2	CM2						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
COURT REPORTER 1	CR1						
EFF 88 09 24		23168	23943	24757			
		888.13	917.85	949.03			
		12.25	12.66	13.09			
COURT REPORTER 2	CR2						
EFF 88 09 24		28123	29031	29958	30996	32000	33116
		1078.08	1112.88	1148.40	1188.28	1226.70	1269.48
		14.87	15.35	15.84	16.39	16.92	17.51
COURT REPORTER 3	CR3						
EFF 88 09 24		31395	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96
COURT USHER	CUS						
EFF 88 09 24		17702	18232	18799	19366	20010	20615
		678.60	698.90	720.66	742.40	767.06	790.25
		9.36	9.64	9.94	10.24	10.58	10.90
DAIRY INSPECTOR 1	DN1						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44

CLASSIFICATION TITLE	PAY CODE						
DAIRY INSPECTOR 2	DN2						
EFF 88 09 24		28161	29201	30260	31376	32568	33816
		1079.53	1119.40	1160.00	1202.78	1248.45	1296.30
		14.89	15.44	16.00	16.59	17.22	17.88
DAIRY INSPECTOR 3	DN3						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
DEALER INSPECTOR	DIN						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
DEP CLERK COUNT CRT	DDC						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
DEP PROTHONOTARY	DPR						
EFF 88 09 24		35046	36369	37750	39244	40776	42384
		1343.43	1394.18	1447.10	1504.38	1563.10	1624.73
		18.53	19.23	19.96	20.75	21.56	22.41
DIV SPVR DEPT LABOUR	DLS						
EFF 88 09 24		35046	36369	37750	39244	40776	42384
		1343.43	1394.18	1447.10	1504.38	1563.10	1624.73
		18.53	19.23	19.96	20.75	21.56	22.41
DOCUMENT EXAMINER	DEX						
EFF 88 09 24		27234	28161	29201	30260	31376	32568
		1044.00	1079.53	1119.40	1160.00	1202.78	1248.45
		14.40	14.89	15.44	16.00	16.59	17.22
DRIVER EXAMINER 1	DX1						
EFF 88 09 24		22975	23792	24586	25400	26270	27234
		880.88	912.05	942.50	973.68	1007.03	1044.00
		12.15	12.58	13.00	13.43	13.89	14.40

CLASSIFICATION TITLE	PAY CODE						
DRIVER EXAMINER 2	DX2						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
DRIVER EXAMINER 3	DX3						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
EMPLOY STAND OFF 1	EP1						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
EMPLOY STAND OFF 2	EP2						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
EMPLOY STAND OFF 3	EP3						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
ENFORCEMENT OFFICER	EFO						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
ESTATES OFFICER 1	ES1						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44
ESTATES OFFICER 2	ES2						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54

CLASSIFICATION TITLE	PAY CODE						
ESTATES OFFICER 3	ES3						
EFF 88 09 24		31395	32587	33759	35046	36369	37750
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.60	17.23	17.85	18.53	19.23	19.96
ESTATES OFFICER 4	ES4						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98
EXAMINATION OFFICER	EOL						
EFF 88 09 24		33154	34403	35689	37050	38507	40039
		1270.93	1318.78	1368.08	1420.28	1476.10	1534.83
		17.53	18.19	18.87	19.59	20.36	21.17
HUMAN RIGHTS OFF 1	HO1						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
HUMAN RIGHTS OFF 2	HO2						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98
HWY TRAFFIC INSP 1	HV1						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
HWY TRAFFIC INSP 2	HV2						
EFF 88 09 24		26733	27714	28695	29697	30824	31972
		1024.80	1062.40	1100.00	1138.40	1181.60	1225.60
		12.81	13.28	13.75	14.23	14.77	15.32
HWY TRAFFIC INSP 3	HV3						
EFF 88 09 24		27213	28132	29196	30240	31408	32556
		1043.20	1078.40	1119.20	1159.20	1204.00	1248.00
		13.04	13.48	13.99	14.49	15.05	15.60

CLASSIFICATION TITLE	PAY CODE						
INSP & PROJECTIONIST	IPR						
EFF 88 09 24		23752	24586	25400	26270	27234	28161
		912.85	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
INSP COURT SERVICES	ICS						
EFF 88 09 24		35046	36369	37750	39244	40776	42384
		1343.43	1394.18	1447.10	1504.38	1563.10	1624.73
		18.53	19.23	19.96	20.75	21.56	22.41
INSP MECH ENG DIV 1	IM1						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
INSP MECH ENG DIV 2	IM2						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
INVESTIGATOR LABOUR	INV						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
LABOUR BOARD OFF 1	LB1						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
LAND TITLES CLERK 1	LT1						
EFF 88 09 24		19366	20010	20615	21296	21996	22733
		742.40	767.05	790.25	816.35	843.18	871.45
		10.24	10.58	10.90	11.26	11.63	12.02
LAND TITLES CLERK 2	LT2						
EFF 88 09 24		20955	21636	22355	23168	23943	24757
		803.30	829.40	856.95	888.13	917.85	949.03
		11.08	11.44	11.82	12.25	12.66	13.09

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL.INSPECT..REGULATORY

CLASSIFICATION TITLE	PAY CODE						
LAND TITLES CLERK 3	LT3						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
LAND TITLES CLERK 4	LT4						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
LAND TITLES CLERK 5	LT5						
EFF 88 09 24		27234	28161	29201	30260	31376	32568
		1044.00	1079.53	1119.40	1160.00	1202.78	1248.45
		14.40	14.89	15.44	16.00	16.59	17.22
LIAISON OFF 1	LO1						
EFF 88 09 24		23376	24170	24984	25854	26724	27669
		896.10	926.55	957.73	991.08	1024.43	1060.68
		12.36	12.78	13.21	13.67	14.13	14.63
LIAISON OFF 2	LO2						
EFF 88 09 24		26724	27669	28691	29712	30809	32000
		1024.43	1060.68	1099.83	1138.98	1181.03	1226.70
		14.13	14.63	15.17	15.71	16.29	16.92
MINES INSPECTOR 1	MI1						
EFF 88 09 24		25854	26724	27669	28691	29712	30809
		991.08	1024.43	1060.68	1099.83	1138.98	1181.03
		13.67	14.13	14.63	15.17	15.71	16.29
MINES INSPECTOR 2	MI2						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
MINES INSPECTOR 3	MI3						
EFF 88 09 24		31982	33154	34403	35689	37050	38507
		1225.96	1270.93	1318.78	1368.08	1420.28	1476.10
		16.91	17.53	18.19	18.87	19.59	20.36

```
 CLASSIFICATION      PAY
     TITLE           CODE

MINES INSPECTOR 4    MI4
 EFF  88 09 24             35046    36369    37750    39244    40776    42384
                         1343.43  1394.18  1447.10  1504.38  1563.10  1624.73
                           18.53    19.23    19.96    20.75    21.56    22.41

MINES INSPECTOR 5    MI5
 EFF  88 09 24             35897    37277    38696    40209    41835    43481
                         1376.05  1428.98  1483.35  1541.35  1603.70  1666.78
                           18.98    19.71    20.46    21.26    22.12    22.99

                           45240
                         1734.20
                           23.92

MOTOR VEH INSP 1     VI1
 EFF  88 09 24             20932    21620    22351    23123    23916    24772
                          802.40   828.80   856.80   886.40   916.80   949.60
                           10.03    10.36    10.71    11.08    11.46    11.87

MOTOR VEH INSP 2     VI2
 EFF  88 09 24             23770    24563    25398    26316    27213    28132
                          911.20   941.60   973.60  1008.80  1043.20  1078.40
                           11.39    11.77    12.17    12.61    13.04    13.48

MOTOR VEH INSP 3     VI3
 EFF  88 09 24             27234    28161    29201    30260    31376    32568
                         1044.00  1079.53  1119.40  1160.00  1202.78  1248.45
                           14.40    14.89    15.44    16.00    16.59    17.22

NATURAL RESOUR OFF 1 NR1
 EFF  88 09 24             23770    24563    25398
                          911.20   941.60   973.60
                           11.39    11.77    12.17

NATURAL RESOUR OFF 2 NR2
 EFF  88 09 24             26567    27485    28424    29488    30553    31721
                         1018.40  1053.60  1089.60  1130.40  1171.20  1216.00
                           12.73    13.17    13.62    14.13    14.64    15.20

NATURAL RESOUR OFF 3 NR3
 EFF  88 09 24             28424    29488    30553    31721    32890    34163
                         1089.60  1130.40  1171.20  1216.00  1260.80  1309.60
                           13.62    14.13    14.64    15.20    15.76    16.37
```

```
  CLASSIFICATION       PAY
      TITLE            CODE

 NATURAL RESOUR OFF 4  NR4
  EFF  88 09 24                31972    33140    34413    35687    37064    38483
                             1225.60  1270.40  1319.20  1368.00  1420.80  1475.20
                               15.32    15.88    16.49    17.10    17.76    18.44

 NATURAL RESOUR OFF 5  NR5
  EFF  88 09 24                35040    36354    37773    39255    40800    42407
                             1343.20  1393.60  1448.00  1504.80  1564.00  1625.60
                               16.79    17.42    18.10    18.81    19.55    20.32

#PARK PATROL 1         PP1
  EFF  88 09 24                19366    19993    20619
                              742.40   766.40   790.40
                                9.28     9.58     9.88

#PARK PATROL 2         PP2
  EFF  88 09 24                21307    22017    22726
                              816.80   844.00   871.20
                               10.21    10.55    10.89

 PROPERTY APPRAIS 1    PS1
  EFF  88 09 24                20955    21636    22355    23168    23943    24757
                              803.30   829.40   856.95   888.13   917.85   949.03
                               11.08    11.44    11.82    12.25    12.66    13.09

 PROPERTY APPRAIS 2    PS2
  EFF  88 09 24                28691    29712    30809    32000    33173    34478
                             1099.83  1138.98  1181.03  1226.70  1271.65  1321.68
                               15.17    15.71    16.29    16.92    17.54    18.23

 PROPERTY APPRAIS 3    PS3
  EFF  88 09 24                32587    33759    35046    36369    37750    39244
                             1249.18  1294.13  1343.43  1394.18  1447.10  1504.38
                               17.23    17.85    18.53    19.23    19.96    20.75

 PROPERTY APPRAIS 4    PS4
  EFF  88 09 24                35897    37277    38696    40209    41835    43481
                             1376.05  1428.98  1483.35  1541.35  1603.70  1666.78
                               18.98    19.71    20.46    21.26    22.12    22.99

                               45240
                             1734.20
                               23.92
  CLASSIFICATION      PAY
      TITLE           CODE

PROPERTY APPRAIS 5    PB5
 EFF  88 09 24                 40795    42384    44086    45845    47774    49798
                             1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                               21.57    22.41    23.31    24.24    25.26    26.33

                               51973
                             1992.30
                               27.48

PUBLIC HLTH INSP 1    PR1
 EFF  88 09 24                 26270    27234    28161    29201    30260    31376
                             1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                               13.89    14.40    14.89    15.44    16.00    16.59

PUBLIC HLTH INSP 2    PR2
 EFF  88 09 24                 30809    32000    33173    34478    35764    37050
                             1181.03  1226.70  1271.65  1321.68  1370.98  1420.28
                               16.29    16.92    17.54    18.23    18.91    19.59

PUBLIC HLTH INSP 3    PR3
 EFF  88 09 24                 34478    35764    37050    38507    40039    41570
                             1321.68  1370.98  1420.28  1476.10  1534.83  1593.55
                               18.23    18.91    19.59    20.36    21.17    21.98

REGISTRAT & INV OFF   RIO
 EFF  88 09 24                 35897    37277    38696    40209    41835    43481
                             1376.05  1428.98  1483.35  1541.35  1603.70  1666.78
                               18.98    19.71    20.46    21.26    22.12    22.99

REVIEWING OFFICER 1   RW1
 EFF  88 09 24                 26270    27234    28161    29201    30260    31376
                             1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                               13.89    14.40    14.89    15.44    16.00    16.59

REVIEWING OFFICER 2   RW2
 EFF  88 09 24                 29201    30260    31376    32568    33816    35083
                             1119.40  1160.00  1202.78  1248.45  1296.38  1344.88
                               15.44    16.00    16.59    17.22    17.88    18.55

REVIEWING OFFICER 3   RW3
 EFF  88 09 24                 31395    32587    33759    35046    36369    37750
                             1203.50  1249.18  1294.13  1343.43  1394.18  1447.10
                               16.60    17.23    17.85    18.53    19.23    19.96
```

CLASSIFICATION TITLE	PAY CODE						
REVIEWING OFFICER 4	RW4						
EFF 88 09 24		33154	34403	35689	37050	38507	40039
		1270.93	1318.78	1368.08	1420.28	1476.10	1534.83
		17.53	18.19	18.87	19.59	20.36	21.17
SAFETY HEALTH OFF 1	SI1						
EFF 88 09 24		27669	28691	29712			
		1060.68	1099.83	1138.98			
		14.63	15.17	15.71			
SAFETY HEALTH OFF 2	SI2						
EFF 88 09 24		30809	32000	33173	34478	35764	37050
		1181.03	1226.70	1271.65	1321.68	1370.98	1420.28
		16.29	16.92	17.54	18.23	18.91	19.59
SAFETY HEALTH OFF 3	SI3						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
SAFETY HEALTH OFF 4	SI4						
EFF 88 09 24		34478	35764	37050	38507	40039	41570
		1321.68	1370.98	1420.28	1476.10	1534.83	1593.55
		18.23	18.91	19.59	20.36	21.17	21.98
SHERIFF 1	SH1						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
SHERIFF 2	SH2						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
SHERIFF 3	SH3						
EFF 88 09 24		32000	33173	34478	35764	37050	38507
		1226.70	1271.65	1321.68	1370.98	1420.28	1476.10
		16.92	17.54	18.23	18.91	19.59	20.36

CLASSIFICATION TITLE	PAY CODE						
SHERIFFS OFFICER 1	S01						
EFF 88 09 24		22979	23792	24586			
		880.88	912.05	942.50			
		, 12.15	12.58	13.00			
SHERIFFS OFFICER 2	S02						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
SHERIFFS OFFICER 3	S03						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
SHERIFFS OFFICER 4	S04						
EFF 88 09 24		27669	28691	29712	30809	32000	33173
		1060.68	1099.83	1138.98	1181.03	1226.70	1271.65
		14.63	15.17	15.71	16.29	16.92	17.54
SR COURT REPORTER	SRC						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
SR ENFORCEMENT OFF	SEO						
EFF 88 09 24		29712	30809	32000	33173	34478	35764
		1138.98	1181.03	1226.70	1271.65	1321.68	1370.98
		15.71	16.29	16.92	17.54	18.23	18.91
SURVEY EXAMINER 1	SE1						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
SURVEY EXAMINER 2	SE2						
EFF 88 09 24		27234	28161	29201	30260	31376	32566
		1044.00	1079.53	1119.40	1160.00	1202.78	1248.45
		14.40	14.89	15.44	16.00	16.59	17.22

CLASSIFICATION TITLE	PAY CODE						
SURVEY EXAMINER 3	SE3						
EFF 88 09 24		28691	29712	30809	32000	33173	34478
		1099.83	1138.98	1181.03	1226.70	1271.65	1321.68
		15.17	15.71	16.29	16.92	17.54	18.23
SURVEY EXAMINER 4	SE4						
EFF 88 09 24		31982	33154	34403	35689	37050	38507
		1225.98	1270.93	1318.78	1368.08	1420.28	1476.10
		16.91	17.53	18.19	18.87	19.59	20.36

NOTE: # Civil Service and/or Departmental classification.

PHYSICAL SCIENCES COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement from the previous Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of his Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 The hours of work for all employees covered by this Sub-Agreement shall be:

a) thirty-six (36 1/4) hours per week; or
b) forty (40) hours per week.

2:02 The hours of work applicable to each classification shall be indicated in Appendix "A" of this Sub-Agreement.

2:03 Employees whose hours of work are Category (A) of Section 2:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day and thirty-six and one-quarter (36 1/4) hours per week exclusive of lunch periods. Normal office hours shall be between 8:00 A.M. and 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 Employees whose hours of work are Category (B) of Section 2:01 shall work eight (8) consecutive hours in each work day exclusive of lunch periods and forty (40) hours in each week.

2:05 Where the nature of the work, the exigencies of the service or existing regulations are such that is is not possible to observe the hours prescribed in Section 2:03, the employing authority with the approval of the Civil Service Commission may set different hours of work.

2:06 The Government policy regarding flexible hours for 'office' employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

2:07 Any variations to a work day or work week, other than those described in this Article shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:08 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 The sections within this Article dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule attached to this Sub-Agreement.

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- seven and one-quarter (7 1/4) hours per day for employees whose hours of work are thirty-six and one-quarter (36 1/4) hours/week;
- eight (8)hours per day for employees whose hours of work are forty (40) hours/week.

3:04 An employee who is required to work on his/her day of rest is entitled to compensation at double time (2x) for all time worked.

3:05 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:06 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:07 a) Where an employee has chosen to receive time off in lieu of overtime payment, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or other authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked.

b) Where mutual agreement has not been reached within this sixty (60) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, the employee shall accumulate compensatory leave at the rate of one (1)hour for each hour worked.

4:02 Accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:03 Such time off under 4:02(a) shall be taken at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within sixty (60) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his/her scheduled working hours. A meal break shall not be regarded as affecting contiguity.

STAND-BY

5:01 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

5:02 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall receive payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on an employee's regular working day. For stand-by on an employee's day of rest or on a paid holiday on which the employee is not scheduled to work, the payment shall be twelve dollars ($12.00) for each twenty-four (24)hour period or less.

Effective March 26, 1988 the stand-by rate shall be six dollars and fifty cents ($6.50) on an employee's regular working day, and thirteen dollars ($13.00) on an employee's day of rest or on a paid holiday.

Effective March 25, 1989 the stand-by rate shall be seven dollars ($7.00) on an employee's regular working day, and fourteen dollars ($14.00) on an employee's day of rest or on a paid holiday.

Effective March 24, 1990 the stand-by rate shall be seven dollars and fifty cents ($7.50) on an employee's regular working day, and fifteen dollars ($15.00) on an employee's day of rest or on a paid holiday.

5:03 An employee on stand-by if called back to work shall be compensated in accordance with the call-out provisions in Article 3:05, in addition to stand-by pay.

5:04 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

SHIFT PREMIUM

6:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and twenty cents ($3.20) for the shift in addition to his regular pay.

Effective March 26, 1988 the shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 the shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 the shift premium shall be increased to four dollars and eighty cents ($4.80) .

6:02 The shift premium shall not be included in the calculation of overtime payments, superannuation, group insurance, sick leave payment, vacation pay or any other benefits.

WEEKEND PREMIUM

7:01 An employee shall receive thirty-five cents (35c) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 the weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 the weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 the weekend premium shall be increased to fifty cents (50c).

7:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

7:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

QUALIFICATION PAY

8:01 Employees who are designated to dynamite, and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of one dollar ($1.00) for each hour of actual time worked in these areas.

COURT LEAVE

9:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

10:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

10:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert.
President of the Manitoba Government
Employees' Association

Wayne R.
Witness

John Arnott
For the Component Negotiating Committee

APPENDIX "A"

HOURS OF WORK

All employees in the Physical Sciences Component Sub-Agreement come within hours of work Category "A" (36 1/4 hours per week) with the exception of employees in the following classifications who come within hours of work Category "B" (40 hours per week):

Agricultural Technologist 1 - 6
Agrologist 1 - 6
Biologist 1 - 4
Forester 1 - 4
Geologist 1 - 4
Surveyor 1 - 4
Engineering Aid 1 - 4
Resource Technician 1 - 6
Technical Engineering Officer
Technical Engineering Officer 1 - 3
Hatchery Superintendent

An employee in a classification listed as Category "B" shall, if required to perform duties in an office, work seven and one-quarter (7 1/4) hours per day, thirty-six and one-quarter (36 1/4) hours per week while he is assigned to the office. For purposes of overtime determination, normal hours of work for such an employee shall be as specified in Article 2:04 of this Sub-Agreement.

OVERTIME SCHEDULE

Agricultural Technologist 1
Agricultural Technologist 2
Agricultural Technologist 3
Agricultural Technologist 4
Agrologist 1
Architect 1
Biologist 1
Chemist 1
Drafting Technician 1
Drafting Technician 2
Drafting Technician 3
Drafting Technician 4
Drafting Technician 5
Engineering Aid 1
Engineering Aid 2
Engineering Aid 3
Engineering Aid 4
Environmental Officer 1
Forester 1
Geologist 1
Hatchery Superintendent
Interior Designer
Laboratory Technologist 1
Laboratory Technologist 2
Laboratory Technologist 3
Park Planner 1
Planning Assistant 1
Planning Assistant 2
Resource Planner 1
Resource Technician 1
Resource Technician 2
Resource Technician 3
Resource Technician 4
Surveyor 1
Technical Engineering Officer

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

MEMORANDUM OF AGREEMENT

PHYSICAL SCIENCES COMPONENT SUB-AGREEMENT

SUBJECT: BANKED OVERTIME - Engineering Aids 1, 2, 3, 4
Department of Highways and Transportation
District Operations

Pursuant to the Employment Security provision, the purpose of this Memorandum is to maintain the employment, pay and benefits of employees during periods when there may otherwise have been a staff reduction due to lay-off.

1. This Memorandum shall apply to all Engineering Aids 1-4 employed by the Department of Highways in its District operations.

2. The parties to this Memorandum hereto agree that during the period April 1, 1988 to September 21, 1990 inclusive all overtime worked by such employees shall be banked.

3. The employing authority shall determine whether an employee will be granted pay or time off in lieu for banked overtime. Where banked time is granted, it shall be taken at a time determined by the employing authority after consultation with the employee.

4. The banking of such overtime, however, shall not be construed to mean that there will be no opportunity for agreement between an employee and the employing authority to cash out all or part of the employee's banked overtime.

5. This Memorandum shall not apply to employees not included in the Employment Security provision.

6. The parties agree to co-operate with each other with a view to ensuring that the spirit and intent of this Memorandum is achieved.

7. The provisions of this Memorandum shall override Articles 3:06 and 3:07(a) and (b) of the Physical Sciences Component Sub-Agreement.

8. Nothing herein shall prevent an employee from requesting a voluntary lay-off. In such a circumstance the following conditions shall apply:
   a) Where the employing authority agrees with such a request a written agreement between the employee and the employing authority shall be made which shall specify the date upon which the employee shall return to work.
   b) An employee whose request for a voluntary lay-off has been granted shall have the option of maintaining any banked overtime or cashing out all or a portion of such banked overtime.
   c) An employee who is covered by the provisions of this Memorandum shall continue to be covered by the provisions of this Memorandum after he has returned to work, notwithstanding his voluntary lay-off.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

Witness

Alan Smith

Witness

Feb. 24, 1988

Date

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
AG TECHNLGST 1	AG1						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52
AG TECHNLGST 2	AG2						
EFF 87 09 26		23081	23853	24667	25544	26420	27318
		884.80	914.40	945.60	979.20	1012.80	1047.20
		11.06	11.43	11.82	12.24	12.66	13.09
AG TECHNLGST 3	AG3						
EFF 87 09 26		25961	26900	27860	28841	29927	31033
		995.20	1031.20	1068.00	1105.60	1147.20	1189.60
		12.44	12.89	13.35	13.82	14.34	14.87
AG TECHNLGST 4	AG4						
EFF 87 09 26		27860	28841	29927	31033	32222	33453
		1068.00	1105.60	1147.20	1189.60	1235.20	1282.40
		13.35	13.82	14.34	14.87	15.44	16.03
AG TECHNLGST 5	AG5						
EFF 87 09 26		31033	32180	33412	34643	35979	37356
		1189.60	1233.60	1280.80	1328.00	1379.20	1432.00
		14.87	15.42	16.01	16.60	17.24	17.90
AG TECHNLGST 6	AG6						
EFF 87 09 26		34852	36167	37565	39026	40612	42219
		1336.00	1386.40	1440.00	1496.00	1556.80	1618.40
		16.70	17.33	18.00	18.70	19.46	20.23
AGROLOGIST 1	E1						
EFF 87 09 26		26420	27318	28340	29363	30490	31617
		1012.80	1047.20	1086.40	1125.60	1168.80	1212.00
		12.66	13.09	13.58	14.07	14.61	15.15
		32827	34080	35394			
		1258.40	1306.40	1356.80			
		15.73	16.33	16.96			

```
 CLASSIFICATION      PAY
      TITLE          CODE

AGROLOGIST 2         G2
 EFF  87 09 26              29968    31033    32180    33412    34643    35979
                          1148.80  1189.60  1233.60  1280.80  1328.00  1379.20
                            14.36    14.87    15.42    16.01    16.60    17.24

                            37356    38859    40361
                          1432.00  1489.60  1547.20
                            17.90    18.62    19.34

AGROLOGIST 3         G3
 EFF  87 09 26              36751    38128    39631    41154    42803    44493
                          1408.80  1461.60  1519.20  1577.60  1640.80  1705.60
                            17.61    18.27    18.99    19.72    20.51    21.32

                            46393
                          1778.40
                            22.23

AGROLOGIST 4         G4
 EFF  87 09 26              39631    41154    42803    44493    46393    48333
                          1519.20  1577.60  1640.80  1705.60  1778.40  1852.80
                            18.99    19.72    20.51    21.32    22.23    23.16

                            50441
                          1933.60
                            24.17

AGROLOGIST 5         G5
 EFF  87 09 26              41154    42803    44493    46393    48333    50441
                          1577.60  1640.80  1705.60  1778.40  1852.80  1933.60
                            19.72    20.51    21.32    22.23    23.16    24.17

                            52633
                          2017.60
                            25.22

AGROLOGIST 6         G6
 EFF  87 09 26              44493    46393    48333    50441    52633    54949
                          1705.60  1778.40  1852.80  1933.60  2017.60  2106.40
                            21.32    22.23    23.16    24.17    25.22    26.33

                            57328
                          2197.60
                            27.47
 CLASSIFICATION     PAY
     TITLE          CODE

ARCHITECT 1         AR1
 EFF  87 09 26
                        25513     26440     27348     28350     29372     30465
                       978.83   1013.55   1048.35   1086.78   1125.93   1167.98
                        13.49     13.98     14.46     14.99     15.53     16.11

                        31622     32833     34062     35424
                      1212.20   1258.60   1305.73   1357.93
                        16.72     17.36     18.01     18.73

ARCHITECT 2         AR2
 EFF  87 09 26
                        33400     34856     36199     37561     39036     40625
                      1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                        17.66     18.43     19.14     19.86     20.64     21.48

                        42213
                      1618.20
                        22.32

ARCHITECT 3         AR3
 EFF  87 09 26
                        38147     39603     41154     42830     44502     46374
                      1462.33   1518.15   1577.60   1640.68   1705.93   1777.70
                        20.17     20.94     21.76     22.63     23.53     24.52

                        48341
                      1853.10
                        25.56

ARCHITECT 4         AR4
 EFF  87 09 26
                        41154     42830     44502     46374     48341     50460
                      1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                        21.76     22.63     23.53     24.52     25.56     26.68

                        52635
                      2017.68
                        27.83

BIOLOGIST 1         BL1
 EFF  87 09 26
                        27316     28340     29363     30490     31617     32827
                      1047.20   1086.40   1125.60   1168.80   1212.00   1258.40
                        13.09     13.58     14.07     14.61     15.15     15.73

                        34080     35394
                      1306.40   1356.80
                        16.33     16.96
```

```
  CLASSIFICATION      PAY
      TITLE           CODE

BIOLOGIST 2           BL2
 EFF  87 09 26                33412    34852    36167    37565    39026    40612
                            1280.80  1336.00  1386.40  1440.00  1496.00  1556.80
                              16.01    16.70    17.33    18.00    18.70    19.46

                              42219
                            1618.40
                              20.23
BIOLOGIST 3           BL3
 EFF  87 09 26                36167    37565    39026    40612    42219    43909
                            1386.40  1440.00  1496.00  1556.80  1618.40  1683.20
                              17.33    18.00    18.70    19.46    20.23    21.04

                              45829
                            1756.80
                              21.96

BIOLOGIST 4           BL4
 EFF  87 09 26                41154    42803    44493    46393    48333    50441
                            1577.60  1640.80  1705.60  1778.40  1852.80  1933.60
                              19.72    20.51    21.32    22.23    23.16    24.17

                              52633
                            2017.60
                              25.22

CHEMIST 1             CH1
 EFF  87 09 26                25513    26440    27348    28350    29372    30469
                             978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                              13.49    13.98    14.46    14.99    15.53    16.11

                              31622    32833    34062    35424
                            1212.20  1258.60  1305.73  1357.93
                              16.72    17.36    18.01    18.73

CHEMIST 2             CH2
 EFF  87 09 26                29958    31055    32190    33403    34856    36199
                            1148.40  1190.45  1233.95  1280.35  1336.18  1387.65
                              15.84    16.42    17.02    17.66    18.43    19.14

                              37561    39036    40625    42213
                            1439.85  1496.40  1557.30  1618.20
                              19.86    20.64    21.48    22.32
```

CLASSIFICATION TITLE	PAY CODE						
CHEMIST 3	CH3						
EFF 87 09 26		36767	38147	39603	41154	42800	44502
		1409.40	1462.33	1518.15	1577.60	1640.68	1705.93
		19.44	20.17	20.94	21.76	22.63	23.53
		46374					
		1777.70					
		24.52					
DRAFTING TECHN 1	DM1						
EFF 87 09 26		19083	19688	20350	21012	21712	22487
		731.53	754.73	780.10	805.48	832.30	862.00
		10.09	10.41	10.76	11.11	11.48	11.89
DRAFTING TECHN 2	DM2						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
DRAFTING TECHN 3	DM3						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.76	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
DRAFTING TECHN 4	DM4						
EFF 87 09 26		27348	28350	29372	30469	31622	32833
		1048.35	1086.78	1125.93	1167.98	1212.20	1258.60
		14.46	14.99	15.53	16.11	16.72	17.36
DRAFTING TECHN 5	DM5						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
DRAFTING TECHN 6	DM6						
EFF 87 09 26		32190	33400	34648	35972	37391	38866
		1233.95	1280.35	1328.20	1378.95	1433.33	1489.88
		17.02	17.66	18.32	19.02	19.77	20.55
# ENGINEERING AID 1	EA1						
EFF 87 09 26		19408	20013	20681	21370	22059	22873
		744.00	767.20	792.80	819.20	845.60	876.80
		9.30	9.59	9.91	10.24	10.57	10.96

CLASSIFICATION TITLE	PAY CODE						
# ENGINEERING AID 2	EA2						
EFF 87 09 26		22726	23457	24229	25085	25961	26900
		870.40	899.20	928.80	961.60	995.20	1031.20
		10.88	11.24	11.61	12.02	12.44	12.89
# ENGINEERING AID 3	EA3						
EFF 87 09 26		25085	25961	26900	27860	28841	29927
		961.60	995.20	1031.20	1068.00	1105.60	1147.20
		12.02	12.44	12.89	13.35	13.82	14.34
# ENGINEERING AID 4	EA4						
EFF 87 09 26		26900	27860	28841	29927	31033	32222
		1031.20	1068.00	1105.60	1147.20	1189.60	1235.20
		12.89	13.35	13.82	14.34	14.87	15.44
ENVIRONMENTAL OFF 1	EO1						
EFF 87 09 26		24227	25097	25948	26856	27859	28842
		928.73	962.08	994.70	1029.50	1067.93	1105.63
		12.81	13.27	13.72	14.20	14.73	15.25
		29928	31055	32227			
		1146.95	1190.45	1235.48			
		15.82	16.42	17.04			
ENVIRONMENTAL OFF 2	EO2						
EFF 87 09 26		27859	28842	29928	31055	32171	33400
		1067.93	1105.63	1146.95	1190.45	1233.23	1280.35
		14.73	15.25	15.82	16.42	17.01	17.66
		34648	35972	37372			
		1328.20	1378.95	1432.60			
		18.32	19.02	19.76			
ENVIRONMENTAL OFF 3	EO3						
EFF 87 09 26		32171	33400	34856	36199	37561	39036
		1233.23	1280.35	1336.18	1387.65	1439.85	1496.40
		17.01	17.66	18.43	19.14	19.86	20.64
		40625	42213	439[illegible]			
		1557.30	1618.20	1683.45			
		21.48	22.32	23.22			

```
 CLASSIFICATION      PAY
      TITLE          CODE

ENVIRONMENTAL OFF 4   EO4
 EFF  87 09 26
                        33400     34456     36199     37561     39036     40625
                      1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                        17.66     18.43     19.14     19.86     20.64     21.48

                        42213     43916     45807
                      1618.20   1683.45   1755.95
                        22.32     23.22     24.22

ENVIRONMENTAL OFF 5   EO5
 EFF  87 09 26
                        36767     38147     39603     41154     42800     44502
                      1409.46   1462.33   1518.15   1577.60   1640.68   1705.93
                        19.44     20.17     20.94     21.76     22.63     23.53

                        46374     48341     50460
                      1777.70   1853.10   1934.30
                        24.52     25.56     26.68

FORESTER 1           FO1
 EFF  87 09 26
                        27318     28340     29363     30490     31617     32827
                      1047.20   1086.40   1125.60   1168.80   1212.00   1258.40
                        13.09     13.58     14.07     14.61     15.15     15.73

                        34080     35394
                      1306.40   1356.80
                        16.33     16.96

FORESTER 2           FO2
 EFF  87 09 26
                        33412     34852     36167     37565     39026     40612
                      1280.80   1336.00   1386.40   1440.00   1496.00   1556.80
                        16.01     16.70     17.33     18.00     18.70     19.46

                        42219
                      1618.40
                        20.23

FORESTER 3           FO3
 EFF  87 09 26
                        36167     37565     39026     40612     42219     43909
                      1386.40   1440.00   1496.00   1556.80   1618.40   1683.20
                        17.33     18.00     18.70     19.46     20.23     21.04

                        45829
                      1756.80
                        21.96
```

```
  CLASSIFICATION       PAY
      TITLE            CODE

FORESTER 4             FO4
 EFF  87 09 26
                          41154    42803    44493    46393    48333    50441
                        1577.60  1640.80  1705.60  1778.40  1852.80  1933.60
                          19.72    20.51    21.32    22.23    23.16    24.17

                          52633
                        2017.60
                          25.22

GEOLOGIST 1            GE1
 EFF  87 09 26            25544    26420    27318    28340    29363    30490
                         979.20  1012.80  1047.20  1086.40  1125.60  1168.80
                          12.24    12.66    13.09    13.58    14.07    14.61

                          31617    32827    34080    35394
                        1212.00  1258.40  1306.40  1356.80
                          15.15    15.73    16.33    16.96

GEOLOGIST 2            GE2
 EFF  87 09 26            34852    36167    37565    39026    40612    42219
                        1336.00  1386.40  1440.00  1496.00  1556.80  1618.40
                          16.70    17.33    18.00    18.70    19.46    20.23

                          43929
                        1683.20
                          21.84

GEOLOGIST 3            GE3
 EFF  87 09 26            39631    41154    42803    44493    46393    48333
                        1519.20  1577.60  1640.80  1705.60  1778.40  1852.80
                          18.99    19.72    20.51    21.32    22.23    23.16

                          50441
                        1933.60
                          24.17

GEOLOGIST 4            GE4
 EFF  87 09 26            44493    46393    48333    50441    52633    54949
                        1705.60  1778.40  1852.80  1933.60  2017.60  2106.40
                          21.32    22.23    23.16    24.17    25.22    26.33

                          57328
                        2197.60
                          27.47
  CLASSIFICATION      PAY
      TITLE           CODE

# HATCHERY SUPT       HAS
   EFF  87 09 26            22455
                           860.83
                            10.76

HYDROMETEOROLOGIST    HYD
  EFF  87 09 26             39603     41154     42800     44502     46374     48341
                          1518.15   1577.60   1640.68   1705.93   1777.70   1853.10
                            20.94     21.76     22.63     23.53     24.52     25.56

                            50460
                          1934.30
                            26.68

IND HYGIENIST 1       IG1
  EFF  87 09 26             33400     34856     36199     37561     39036     40625
                          1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                            17.66     18.43     19.14     19.86     20.64     21.48

                            42213
                          1618.20
                            22.32

IND HYGIENIST 2       IG2
  EFF  87 09 26             36199     37561     39036     40625     42213     43916
                          1387.65   1439.85   1496.40   1557.30   1618.20   1683.45
                            19.14     19.86     20.64     21.48     22.32     23.22

                            45826
                          1756.68
                            24.23

IND HYGIENIST 3       IG3
  EFF  87 09 26             41154     42800     44502     46374     48341     50460
                          1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                            21.76     22.63     23.53     24.52     25.56     26.68

                            52635
                          2017.68
                            27.83
```

CLASSIFICATION TITLE	PAY CODE						
INTERIOR DESIGNER	IND						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
		31622	32833	34062	35424		
		1212.20	1258.60	1305.73	1357.93		
		16.72	17.36	18.01	18.73		
LAB TECHNOLOGIST 1	LB1						
EFF 87 09 26		19083	19688	20350	21012	21712	22487
		731.53	754.73	780.10	805.48	832.30	862.03
		10.09	10.41	10.76	11.11	11.48	11.89
LAB TECHNOLOGIST 2	LB2						
EFF 87 09 26		21712	22487	23244	24038	24908	25816
		832.30	862.03	891.03	921.48	954.83	989.63
		11.48	11.89	12.29	12.71	13.17	13.65
LAB TECHNOLOGIST 3	LB3						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
PARK PLANNER 1	KP1						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
PARK PLANNER 2	KP2						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
PARK PLANNER 3	KP3						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
PARK PLANNER 4	KP4						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.68

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
PLANNER 1	LP1						
EFF 87 09 26		31055	32190	33400	34648	35972	37391
		1190.45	1233.95	1280.35	1328.20	1378.95	1433.33
		16.42	17.02	17.66	18.32	19.02	19.77
PLANNER 2	LP2						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
PLANNER 3	LP3						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.68
PLANNER 4	LP4						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
PLANNER 5	LP5						
EFF 87 09 26		43632	45448	47358	49400	51538	53788
		1672.58	1742.18	1815.40	1893.70	1975.63	2061.90
		23.07	24.03	25.04	26.12	27.25	28.44
PLANNING ASST 1	AP1						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
PLANNING ASST 2	AP2						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
RESOURCE PLANNER 1	RP1						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
		31622	32833	34062	35424		
		1212.20	1258.60	1305.73	1357.93		
		16.72	17.36	18.01	18.73		

CLASSIFICATION TITLE	PAY CODE						
RESOURCE PLANNER 2	RP2						
EFF 87 09 26		33400	34866	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
RESOURCE PLANNER 3	RP3						
EFF 87 09 26		36199	37561	39036	40625	42213	43916
		1387.65	1439.85	1496.40	1557.30	1618.20	1683.45
		19.14	19.86	20.64	21.48	22.32	23.22
		45807					
		1755.95					
		24.22					
RESOURCE PLANNER 4	RP4						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.66
		52635					
		2017.68					
		27.83					
RESOURCE TECHN 1	RS1						
EFF 87 09 26		21641	22330	23081	23853	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
RESOURCE TECHN 2	RS2						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
RESOURCE TECHN 3	RS3						
EFF 87 09 26		25544	26420	27318	28340	29363	30490
		979.20	1012.80	1047.20	1086.40	1125.60	1168.80
		12.24	12.66	13.09	13.58	14.07	14.61
EFF 88 02 27		25794	26692	27589	28633	29655	30803
		988.80	1023.20	1057.60	1097.60	1136.80	1180.80
		12.36	12.79	13.22	13.72	14.21	14.76
RESOURCE TECHN 4	RS4						
EFF 87 09 26		27318	28340	29363	30490	31617	32827
		1047.20	1086.40	1125.60	1168.80	1212.00	1258.40
		13.09	13.58	14.07	14.61	15.15	15.73
RESOURCE TECHN 5	RS5						
EFF 87 09 26		30490	31638	32807	34017	35290	36667
		1168.80	1212.80	1257.60	1304.00	1352.80	1405.60
		14.61	15.16	15.72	16.30	16.91	17.57
RESOURCE TECHN 6	RS6						
EFF 87 09 26		34017	35290	36667	38107	39610	41175
		1304.00	1352.80	1405.60	1460.80	1518.40	1578.40
		16.30	16.91	17.57	18.26	18.98	19.73
SCIENTIST 1	SX1						
EFF 87 09 26		29968	31055	32190	33400	34648	35972
		1148.40	1190.45	1233.95	1280.35	1328.20	1378.95
		15.84	16.42	17.02	17.66	18.32	19.02
		37391	38866	40360			
		1433.33	1489.88	1547.15			
		19.77	20.55	21.34			
SCIENTIST 2	SX2						
EFF 87 09 26		36767	38147	39603	41154	42800	44502
		1409.40	1462.33	1518.15	1577.60	1640.68	1705.93
		19.44	20.17	20.94	21.76	22.63	23.53
		46374					
		1777.70					
		24.52					

CLASSIFICATION TITLE	PAY CODE						
SCIENTIST 3	SX3						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.70	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
		54942	57344				
		2106.13	2198.20				
		29.05	30.32				
SPACE & PLAN CONSUL	SPC						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
SR INTERIOR DESIGN	SID						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.18	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
SR RESOURCE ANALYST	SRA						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
		50460					
		1934.30					
		26.68					
SURVEYOR 1	SV1						
EFF 87 09 26		28841	29968	31032	32180	33412	34643
		1105.60	1148.80	1189.60	1233.60	1280.80	1328.00
		13.82	14.36	14.87	15.42	16.01	16.60
		36751					
		1408.80					
		17.61					

CLASSIFICATION TITLE	PAY CODE						
SURVEYOR 2	SV2						
EFF 87 09 26		36751	38128	39631	41154	42803	44493
		1408.80	1461.60	1519.20	1577.60	1640.80	1705.60
		17.61	18.27	18.99	19.72	20.51	21.32
		46393					
		1778.40					
		22.23					
SURVEYOR 3	SV3						
EFF 87 09 26		38128	39631	41154	42803	44493	46393
		1461.60	1519.20	1577.60	1640.80	1705.60	1778.40
		18.27	18.99	19.72	20.51	21.32	22.23
		48333					
		1852.80					
		23.16					
SURVEYOR 4	SV4						
EFF 87 09 26		39631	41154	42803	44493	46393	48333
		1519.20	1577.60	1640.80	1705.60	1778.40	1852.80
		18.99	19.72	20.51	21.32	22.23	23.16
		50441					
		1933.60					
		24.17					
TECH ENG OFF 1	TE1						
EFF 87 09 26		31033	32180	33412	34643	35979	37356
		1189.60	1233.60	1280.80	1328.00	1379.20	1432.00
		14.87	15.42	16.01	16.60	17.24	17.90
TECH ENG OFF 2	TE2						
EFF 87 09 26		34017	35290	36667	38107	39610	41176
		1304.00	1352.80	1405.60	1460.80	1518.40	1578.40
		16.30	16.91	17.57	18.26	18.98	19.73
TECH ENG OFF 3	TE3						
EFF 87 09 26		36167	37565	39026	40612	42219	43909
		1386.40	1440.00	1496.00	1556.80	1618.40	1683.20
		17.33	18.00	18.70	19.46	20.23	21.04

CLASSIFICATION TITLE	PAY CODE						
TECHNICAL ENGIN OFF	TEO						
EFF 87 09 26		28340	29363	30490	31617	32827	34080
		1086.40	1125.60	1168.80	1212.00	1258.40	1306.40
		13.58	14.07	14.61	15.15	15.73	16.33

NOTE: # Civil Service and/or Departmental Classification

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
AG TECHNLGST 1	AG1						
EFF 88 09 24		20932	21620	22351	23123	23916	24772
		802.40	828.80	856.80	886.40	916.80	949.60
		10.03	10.36	10.71	11.08	11.46	11.87
AG TECHNLGST 2	AG2						
EFF 88 09 24		23778	24563	25398	26316	27213	28132
		911.20	941.60	973.60	1008.80	1043.20	1078.40
		11.39	11.77	12.17	12.61	13.04	13.48
AG TECHNLGST 3	AG3						
EFF 88 09 24		26733	27714	28695	29697	30824	31972
		1024.80	1062.40	1100.00	1138.40	1181.60	1225.60
		12.81	13.28	13.75	14.23	14.77	15.32
AG TECHNLGST 4	AG4						
EFF 88 09 24		28695	29697	30824	31972	33182	34455
		1100.00	1138.40	1181.60	1225.60	1272.00	1320.80
		13.75	14.23	14.77	15.32	15.90	16.51
AG TECHNLGST 5	AG5						
EFF 88 09 24		31972	33140	34413	35687	37064	38483
		1225.60	1270.40	1319.20	1368.00	1420.80	1475.20
		15.32	15.88	16.49	17.10	17.76	18.44
AG TECHNLGST 6	AG6						
EFF 88 09 24		35895	37252	38692	40194	41822	43492
		1376.00	1428.00	1483.20	1540.80	1603.20	1667.20
		17.20	17.85	18.54	19.26	20.04	20.84
AGROLOGIST 1	G1						
EFF 88 09 24		27213	28132	29196	30248	31408	32556
		1043.20	1078.40	1119.20	1159.20	1204.00	1248.00
		13.04	13.48	13.99	14.49	15.05	15.60
		33808	35102	36459			
		1296.00	1345.60	1397.60			
		16.20	16.82	17.47			

CLASSIFICATION TITLE	PAY CODE						
AGROLOGIST 2	G2						
EFF 88 09 24		30866	31972	33140	34413	35687	37064
		1183.20	1225.60	1270.40	1319.20	1368.00	1420.80
		14.79	15.32	15.88	16.49	17.10	17.76
		38483	40027	41572			
		1475.20	1534.40	1593.60			
		18.44	19.18	19.92			
AGROLOGIST 3	G3						
EFF 88 09 24		37857	39276	40820	42386	44097	45829
		1451.20	1505.60	1564.80	1624.80	1690.40	1756.80
		18.14	18.82	19.56	20.31	21.13	21.96
		47791					
		1832.00					
		22.90					
AGROLOGIST 4	G4						
EFF 88 09 24		40820	42386	44097	45829	47791	49773
		1564.80	1624.80	1690.40	1756.80	1832.00	1908.00
		19.56	20.31	21.13	21.96	22.90	23.85
		51965					
		1992.00					
		24.90					
AGROLOGIST 5	G5						
EFF 88 09 24		42386	44097	45829	47791	49773	51965
		1624.80	1690.40	1756.80	1832.00	1908.00	1992.00
		20.31	21.13	21.96	22.90	23.85	24.90
		54219					
		2078.40					
		25.98					

```
  CLASSIFICATION      PAY
      TITLE           CODE

 AGROLOGIST 6         G6
  EFF  88 09 24            45829    47791    49773    51965    54219    56596
                         1756.80  1832.00  1908.00  1992.00  2078.40  2169.60
                           21.96    22.90    23.85    24.90    25.98    27.12

                           59040
                         2263.20
                           28.29

 ARCHITECT 1          AR1
  EFF  88 09 24            26270    27234    28161    29201    30260    31376
                         1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                           13.89    14.40    14.89    15.44    16.00    16.59

                           32568    33816    35083    36483
                         1248.45  1296.30  1344.88  1398.53
                           17.22    17.88    18.55    19.29

 ARCHITECT 2          AR2
  EFF  88 09 24            34403    35897    37277    38696    40209    41835
                         1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                           18.19    18.98    19.71    20.46    21.26    22.12

                           43481
                         1666.78
                           22.99

 ARCHITECT 3          AR3
  EFF  88 09 24            39301    40795    42384    44086    45845    47774
                         1506.55  1563.83  1624.73  1689.98  1757.40  1831.35
                           20.78    21.57    22.41    23.31    24.24    25.26

                           49798
                         1908.93
                           26.33
  CLASSIFICATION      PAY
      TITLE           CODE

 ARCHITECT 4          AR4
  EFF  88 09 24
                           42384     44086     45845     47774     49796     51973
                         1624.73   1689.98   1757.40   1831.35   1908.93   1992.30
                           22.41     23.31     24.24     25.26     26.33     27.48

                           54204
                         2077.85
                           28.66

 BIOLOGIST 1          BL1
  EFF  88 09 24
                           28132     29196     30240     31408     32556     33808
                         1078.40   1119.20   1159.20   1204.00   1248.00   1296.00
                           13.48     13.99     14.49     15.05     15.60     16.20

                           35102     36459
                         1345.60   1397.60
                           16.82     17.47

 BIOLOGIST 2          BL2
  EFF  88 09 24
                           34413     35895     37252     38692     40194     41822
                         1319.20   1376.00   1428.00   1483.20   1540.80   1603.20
                           16.49     17.20     17.85     18.54     19.26     20.04

                           43492
                         1667.20
                           20.84

 BIOLOGIST 3          BL3
  EFF  88 09 24
                           37252     38692     40194     41822     43492     45224
                         1428.00   1483.20   1540.80   1603.20   1667.20   1733.60
                           17.85     18.54     19.26     20.04     20.84     21.67

                           47207
                         1809.60
                           22.62
  CLASSIFICATION      PAY
      TITLE           CODE

BIOLOGIST 4           BL4
 EFF  88 09 24             42386    44097    45829    47791    49773    51965
                         1624.80  1690.40  1756.80  1832.00  1908.00  1992.00
                           20.31    21.13    21.96    22.90    23.85    24.90

                           54219
                         2078.40
                           25.98

CHEMIST 1             CH1
 EFF  88 09 24             26270    27234    28161    29201    30260    31376
                         1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                           13.89    14.40    14.89    15.44    16.00    16.59

                           32568    33816    35083    36483
                         1248.45  1296.30  1344.88  1398.53
                           17.22    17.88    18.55    19.29

CHEMIST 2             CH2
 EFF  88 09 24             30866    31982    33154    34403    35897    37277
                         1183.20  1225.98  1270.93  1318.78  1376.05  1428.98
                           16.32    16.91    17.53    18.19    18.98    19.71

                           38696    40209    41835    43481
                         1483.35  1541.35  1603.70  1666.78
                           20.46    21.26    22.12    22.99

CHEMIST 3             CH3
 EFF  88 09 24             37863    39301    40795    42384    44086    45845
                         1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                           20.02    20.78    21.57    22.41    23.31    24.24

                           47774
                         1831.35
                           25.26

DRAFTING TECHN 1      DM1
 EFF  88 09 24             19650    20274    20955    21636    22355    23168
                          753.28   777.20   803.30   829.40   856.95   888.13
                           10.39    10.72    11.08    11.44    11.82    12.25
```

CLASSIFICATION TITLE	PAY CODE						
DRAFTING TECHN 2	DM2						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.50	13.00	13.43	13.89	14.40	14.89
DRAFTING TECHN 3	DM3						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
DRAFTING TECHN 4	DM4						
EFF 88 09 24		28161	29201	30260	31376	32568	33816
		1079.53	1119.40	1160.00	1202.78	1248.45	1296.30
		14.89	15.44	16.00	16.59	17.22	17.88
DRAFTING TECHN 5	DM5						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
DRAFTING TECHN 6	DM6						
EFF 88 09 24		33154	34403	35689	37050	38507	40039
		1270.93	1318.78	1368.08	1420.28	1476.10	1534.83
		17.53	18.19	18.87	19.59	20.36	21.17
#ENGINEERING AID 1	EA1						
EFF 88 09 24		19993	20619	21307	22017	22726	23561
		766.40	790.40	816.80	844.00	871.20	903.20
		9.58	9.88	10.21	10.55	10.89	11.29
#ENGINEERING AID 2	EA2						
EFF 88 09 24		23394	24166	24960	25836	26733	27714
		896.80	926.40	956.80	990.40	1024.80	1062.40
		11.21	11.58	11.96	12.38	12.81	13.28
#ENGINEERING AID 3	EA3						
EFF 88 09 24		25836	26733	27714	28695	29697	30824
		990.40	1024.80	1062.40	1100.00	1138.40	1181.60
		12.38	12.81	13.28	13.75	14.23	14.77

CLASSIFICATION TITLE	PAY CODE						
#ENGINEERING AID 4	EA4						
EFF 88 09 24		27714	28695	29697	30824	31972	33182
		1062.40	1100.00	1138.40	1181.60	1225.60	1272.00
		13.28	13.75	14.23	14.77	15.32	15.90
ENVIRONMENTAL OFF 1	EO1						
EFF 88 09 24		24946	25854	26724	27669	28691	29712
		956.28	991.08	1024.43	1060.68	1099.83	1138.98
		13.19	13.67	14.13	14.63	15.17	15.71
		30809	31982	33192			
		1181.03	1225.98	1272.38			
		16.29	16.91	17.55			
ENVIRONMENTAL OFF 2	EO2						
EFF 88 09 24		28691	29712	30809	31982	33135	34403
		1099.83	1138.98	1181.03	1225.98	1270.20	1318.78
		15.17	15.71	16.29	16.91	17.52	18.19
		35689	37050	38488			
		1368.08	1420.28	1475.38			
		18.87	19.59	20.35			
ENVIRONMENTAL OFF 3	EO3						
EFF 88 09 24		33135	34403	35897	37277	38696	40209
		1270.20	1318.78	1376.05	1428.98	1483.35	1541.35
		17.52	18.19	18.98	19.71	20.46	21.26
		41835	43481	45240			
		1603.70	1666.78	1734.20			
		22.12	22.99	23.92			
ENVIRONMENTAL OFF 4	EO4						
EFF 88 09 24		34403	35897	37277	38696	40209	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481	45240	47188			
		1666.78	1734.20	1808.88			
		22.99	23.92	24.95			

```
  CLASSIFICATION      PAY
      TITLE           CODE

ENVIRONMENTAL OFF 5   EOS
 EFF  88 09 24             37863    39301    40795    42384    44086    45845
                         1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                           20 02    20.78    21.57    22.41    23.31    24.24

                           47774    49798    51973
                         1831.35  1908.93  1992.30
                           25.26    26.33    27.48

FORESTER 1            FO1
 EFF  88 09 24             28132    29196    30240    31408    32556    33808
                         1078.40  1119.20  1159.20  1204.00  1248.00  1296.00
                           13.48    13.99    14.49    15.05    15.60    16.20

                           35102    36459
                         1345.60  1397.60
                           16.82    17.47

FORESTER 2            FO2
 EFF  88 09 24             34413    35895    37252    38692    40194    41822
                         1319.20  1376.00  1428.00  1483.20  1540.80  1603.20
                           16.49    17.20    17.85    18.54    19.26    20.04

                           43492
                         1667.20
                           20.84

FORESTER 3            FO3
 EFF  88 09 24             37252    38692    40194    41822    43492    45324
                         1428.00  1483.20  1540.80  1603.20  1667.20  1733.60
                           17.85    18.54    19.26    20.04    20.84    21.67

                           47207
                         1809.60
                           22.62
```

CLASSIFICATION TITLE	PAY CODE					
FORESTER 4	FO4					
EFF 88 09 24		42386	44097	45829	47791	49773	51965
		1624.80	1690.40	1756.80	1832.00	1908.00	1992.00
		20.31	21.13	21.96	22.90	23.85	24.90
		54219					
		2078.40					
		25.98					
GEOLOGIST 1	GE1						
EFF 88 09 24		26316	27213	28132	29196	30240	31408
		1008.80	1043.20	1078.40	1119.20	1159.20	1204.00
		12.61	13.04	13.48	13.99	14.49	15.05
		32556	33808	35102	36459		
		1248.00	1296.00	1345.60	1397.60		
		15.60	16.20	16.82	17.47		
GEOLOGIST 2	GE2						
EFF 88 09 24		35895	37252	38692	40194	41822	43492
		1376.00	1428.00	1483.20	1540.80	1603.20	1667.20
		17.20	17.85	18.54	19.26	20.04	20.84
		45224					
		1733.60					
		21.67					
GEOLOGIST 3	GE3						
EFF 88 09 24		40820	42386	44097	45829	47791	49773
		1564.80	1624.80	1690.40	1756.80	1832.00	1908.00
		19.56	20.31	21.13	21.96	22.90	23.85
		51965					
		1992.00					
		24.90					

```
  CLASSIFICATION      PAY
      TITLE           CODE

 GEOLOGIST 4          GE4
  EFF  88 09 24             45829    47791    49773    51965    54219    56598
                          1756.80  1832.00  1908.00  1992.00  2078.40  2169.60
                            21.96    22.90    23.85    24.90    25.98    27.12

                            59040
                          2263.20
                            28.29

# HATCHERY SUPT       HAS
  EFF  88 09 24             23123
                           886.40
                            11.08

 HYDROMETEOROLOGIST   HYD
  EFF  88 09 24             40795    42384    44086    45845    47774    49798
                          1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                            21.57    22.41    23.31    24.24    25.26    26.33

                            51973
                          1992.30
                            27.48

 IND HYGIENIST 1      IG1
  EFF  88 09 24             34403    35897    37277    38696    40209    41835
                          1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                            18.19    18.98    19.71    20.46    21.26    22.12

                            43481
                          1666.78
                            22.99

 IND HYGIENIST 2      IG2
  EFF  88 09 24             37277    38696    40209    41835    43481    45240
                          1428.98  1483.35  1541.35  1603.70  1666.78  1734.20
                            19.71    20.46    21.26    22.12    22.99    23.92

                            47207
                          1809.60
                            24.96
```

CLASSIFICATION TITLE	PAY CODE						
IND HYGIENIST 3	IG3						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
		54204					
		2077.85					
		28.66					
INTERIOR DESIGNER	IND						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
		32568	33816	35083	36483		
		1248.45	1296.30	1344.88	1398.53		
		17.22	17.88	18.55	19.29		
LAB TECHNOLOGIST 1	LB1						
EFF 88 09 24		19650	20274	20955	21636	22355	23168
		753.28	777.20	803.30	829.40	856.95	888.13
		10.39	10.72	11.08	11.44	11.82	12.25
LAB TECHNOLOGIST 2	LB2						
EFF 88 09 24		22355	23168	23943	24757	25665	26591
		856.95	888.13	917.85	949.03	983.83	1019.35
		11.82	12.25	12.66	13.09	13.57	14.06
LAB TECHNOLOGIST 3	LB3						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
PARK PLANNER 1	KP1						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
PARK PLANNER 2	KP2						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99

CLASSIFICATION TITLE	PAY CODE						
PARK PLANNER 3	KP3						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
PARK PLANNER 4	KP4						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
PLANNER 1	LP1						
EFF 88 09 24		31982	33154	34403	35689	37050	38507
		1225.98	1270.93	1318.78	1368.08	1420.28	1476.10
		16.91	17.53	18.19	18.87	19.59	20.36
PLANNER 2	LP2						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
PLANNER 3	LP3						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
PLANNER 4	LP4						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
PLANNER 5	LP5						
EFF 88 09 24		44937	46809	48776	50876	53089	55396
		1722.60	1794.38	1869.78	1950.25	2035.08	2123.53
		23.76	24.75	25.79	26.90	28.07	29.29
PLANNING ASST 1	AP1						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89

```
EFFECTIVE 88 09 24              PROVINCE OF MANITOBA              PAGE 386
 THROUGH  89 09 22          SALARY SCHEDULE - APPENDIX A1
                                 PHYSICAL SCIENCES

  CLASSIFICATION        PAY
      TITLE             CODE

PLANNING ASST 2         AP2
 EFF  88 09 24                  27669    28691    29712    30809    32000    33173
                              1060.68  1099.83  1138.98  1181.03  1226.70  1271.65
                                14.63    15.17    15.71    16.29    16.92    17.54

RESOURCE PLANNER 1      RP1
 EFF  88 09 24                  26270    27234    28161    29201    30260    31376
                              1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                                13.89    14.40    14.89    15.44    16.00    16.59

                                32568    33816    35083    36483
                              1248.45  1296.30  1344.88  1398.53
                                17.22    17.88    18.55    19.29

RESOURCE PLANNER 2      RP2
 EFF  88 09 24                  34403    35897    37277    38696    40209    41835
                              1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                                18.19    18.98    19.71    20.46    21.26    22.12

                                43481
                              1666.78
                                22.99

RESOURCE PLANNER 3      RP3
 EFF  88 09 24                  37277    38696    40209    41835    43481    45240
                              1428.98  1483.35  1541.35  1603.70  1666.78  1734.20
                                19.71    20.46    21.26    22.12    22.99    23.92

                                47188
                              1808.88
                                24.95

RESOURCE PLANNER 4      RP4
 EFF  88 09 24                  42384    44086    45845    47774    49798    51973
                              1624.73  1689.98  1757.40  1831.35  1908.93  1992.30
                                22.41    23.31    24.24    25.26    26.33    27.48

                                54204
                              2077.85
                                28.66
```

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
RESOURCE TECHN 1	RS1						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61
RESOURCE TECHN 2	RS2						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
RESOURCE TECHN 3	RS3						
EFF 88 09 24		26567	27485	28424	29488	30553	31721
		1018.40	1053.60	1089.60	1130.40	1171.20	1216.00
		12.73	13.17	13.62	14.13	14.64	15.20
RESOURCE TECHN 4	RS4						
EFF 88 09 24		28132	29196	30240	31408	32556	33808
		1078.40	1119.20	1159.20	1204.00	1248.00	1296.00
		13.48	13.99	14.49	15.05	15.60	16.20
RESOURCE TECHN 5	RS5						
EFF 88 09 24		31408	32577	33787	35040	36354	37773
		1204.00	1248.80	1295.20	1343.20	1393.60	1448.00
		15.05	15.61	16.19	16.79	17.42	18.10
RESOURCE TECHN 6	RS6						
EFF 88 09 24		35040	36354	37773	39255	40800	42407
		1343.20	1393.60	1448.00	1504.80	1564.00	1625.60
		16.79	17.42	18.10	18.81	19.55	20.32
SCIENTIST 1	SX1						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.19	1534.83	1593.55			
		20.36	21.17	21.98			

PHYSICAL SCIENCES

```
 CLASSIFICATION      PAY
     TITLE           CODE

SCIENTIST 2          SX2
 EFF  88 09 24             37663    39301    40785    42384    44086    45845
                         1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                           20.02    20.78    21.57    22.41    23.31    24.24

                           47774
                         1831.35
                           25.26

SCIENTIST 3          SX3
 EFF  88 09 24             44086    45845    47774    49798    51973    54204
                         1689.98  1757.40  1831.35  1908.93  1992.30  2077.85
                           23.31    24.24    25.26    26.33    27.48    28.66

                           56587    59065
                         2169.20  2264.18
                           29.92    31.23

SPACE & PLAN CONSUL  SPC
 EFF  88 09 24             34403    35897    37277    38696    40209    41835
                         1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                           18.19    18.98    19.71    20.46    21.26    22.12

                           43481
                         1666.78
                           22.99

SR INTERIOR DESIGN   SID
 EFF  88 09 24             34403    35897    37277    38696    40209    41835
                         1318.78  1376.95  1428.98  1483.35  1541.35  1603.70
                           18.19    18.98    19.71    20.46    21.26    22.12

                           43481
                         1666.78
                           22.99
```

```
  CLASSIFICATION      PAY
      TITLE           CODE

SR RESOURCE ANALYST   SRA
 EFF  88 09 24                40795     42384     44086     45848     47774     49798
                            1563.83   1624.73   1689.88   1757.40   1831.35   1908.93
                              21.57     22.41     23.31     24.24     25.26     26.33

                              51973
                            1992.30
                              27.48

SURVEYOR 1            SV1
 EFF  88 09 24                29697     30866     31972     33140     34413     35687
                            1138.40   1183.20   1225.60   1270.40   1319.20   1368.00
                              14.23     14.79     15.32     15.88     16.49     17.10

                              37857
                            1451.20
                              18.14

SURVEYOR 2            SV2
 EFF  88 09 24                37857     39276     40820     42386     44097     45829
                            1451.20   1505.60   1564.80   1624.80   1690.40   1756.80
                              18.14     18.82     19.56     20.31     21.13     21.96

                              47791
                            1832.00
                              22.90

SURVEYOR 3            SV3
 EFF  88 09 24                39276     40820     42386     44097     45829     47791
                            1505.60   1564.80   1624.80   1690.40   1756.80   1832.00
                              18.82     19.56     20.31     21.13     21.96     22.90

                              49773
                            1908.00
                              23.85

SURVEYOR 4            SV4
 EFF  88 09 24                40820     42386     44097     45829     47791     49773
                            1564.80   1624.80   1690.40   1756.80   1832.00   1908.00
                              19.56     20.31     21.13     21.96     22.90     23.85

                              51965
                            1992.00
                              24.90
```

PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
TECH ENG OFF 1	TE1						
EFF 88 09 24		31972	33140	34413	35687	37064	38483
		1225.60	1270.40	1319.20	1368.00	1420.80	1475.20
		15.32	15.88	16.49	17.10	17.76	18.44
TECH ENG OFF 2	TE2						
EFF 88 09 24		35040	36354	37773	39255	40800	42407
		1343.20	1393.60	1448.00	1504.80	1564.00	1625.60
		16.79	17.42	18.10	18.81	19.55	20.32
TECH ENG OFF 3	TE3						
EFF 88 09 24		37252	38692	40194	41822	43492	45224
		1428.00	1483.20	1540.80	1603.20	1667.20	1733.60
		17.85	18.54	19.26	20.04	20.84	21.67
TECHNICAL ENGIN OFF	TED						
EFF 88 09 24		29196	30240	31408	32556	33808	35102
		1119.20	1159.20	1204.00	1248.00	1296.00	1345.60
		13.99	14.49	15.05	15.60	16.20	16.82

NOTE: # Civil Service and/or Departmental Classification

SOCIAL SCIENCES COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargainig unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All articles within this Sub-Agreement shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 The hours of work for all employees covered by this Sub-agreement shall be thirty-six and one-quarter (36 1/4) hours per week.

2:02 Those employees indicated as Category "A" employees in Appendix "A" of this Sub-agreement shall work seven and one-quarter (7 1/4) consecutive hours per day exclusive of lunch periods and thirty-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:03 Those employees indicated as Category "B" employees in Appendix "A" of this Sub-agreement shall work seven and one-quarter (7 1/4) consecutive hours per day exclusive of lunch periods, and thirty-six and one-quarter (36 1/4) hours per week.

2:04 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:02, the employing authority with the approval of the Civil Service Commission may set different hours of work.

2:05 The government policy regarding flexible hours for "office" employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

2:06 Any variations to a work day or work week other than those described in this Article shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:07 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 The sections within this Article dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule attached to this Sub-Agreement.

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- seven and one-quarter (7 1/4) hours per day for employees indicated as Category "A" of this Sub-agreement.
- eight (8) hours per day for employees indicated as Category "B" of this Sub-agreement. Category "B" employees shall be compensated at straight time rates for overtime worked between seven and one-quarter (7 1/4) and eight (8) hours daily.

3:04 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2 x) for the first four (4) hours of overtime on that day and double time (2x) for any hours worked thereafter.

3:05 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all time worked.

3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

- An employee who is a Category "B" employee, upon an approved request to take a regular working day of time off from the overtime accumulation standing to his credit at the time, shall receive time off at the rate of seven and one-quarter (7 1/4) hours from the overtime accumulation standing to his credit for each such day off requested and granted.

3:08 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

3:09 Not withstanding the foregoing provisions, part-time employees will only be entitled to overtime compensation for all authorized time worked in excess of seven and one-quarter or eight (7 1/4 or 8) hours in a day or thirty-six and one-quarter or forty (36 1/4 or 40) hours in a week.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:03 Time off under 4:02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within ninety (90) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours time off with pay provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

STAND-BY

5:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of seven dollars ($7.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be fourteen dollars ($14.00) for each twenty-four (24) hour period or less.

Effective March 26, 1988, the stand-by rate shall be seven dollars and fifty cents ($7.50) on a regular working day, and fifteen dollars ($15.00) on a day of rest or on a paid holiday.

5:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

5:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

5:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

7:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the full duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

7:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he had been replaced.

SHIFT PREMIUM

8:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars ($3.20) for the shift in addition to his regular pay.

Effective March 26, 1988 the shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 the shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 the shift premium shall be increased to four dollars and eighty cents ($4.80).

8:02 An employee required to work a full shift of overtime on his day of rest or as a result of a "call out" shall receive the shift premium if half or more of the hours worked are between 6:00 P.M. and 6:00 A.M. An employee shall not receive shift premium for overtime shifts which are contiguous to his regular working hours.

8:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group insurance, sick leave payments, vacation pay, or any other employee benefits.

DEFERRED SALARY LEAVE PLAN

9:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Social Sciences Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan.

9:02 The implementation of the DSLP will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

In witness whereof the Honourable Minister charged with the administration of the Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

Witness

For the Component Negotiating Committee

APPENDIX "A"

All employees in the Social Sciences Component not listed as Category "B" employees, as indicated below, shall be considered Category "A" employees

CATEGORY "B" (EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS)

Cultural Development Officer
Directors of Communication 1-2
Economic Security Counsellor 1-4
Field Worker 1 - 4
Health and Social Development Specialist 1 - 7
Home Advisor 1 - 2
Home Economist 1 - 4
Recreation Consultant 1 - 4
Residence Counsellor
Resources Extension Officer 1 - 4
Rural Development Counsellor
Tourist Development Officer 1 - 3
Tourist Marketing Officer 1-3

OVERTIME SCHEDULE

Chief Photographer
Co-operative Officer 1
Day Care Co-ordinators
Economic Research Analyst 1
Economic Security Counsellor 1,2,3
Field Worker 1, 2
Health & Social Development Specialist 1, 2, 3
Heritage Resource Officer 1, 2
Home Advisor 1, 2
Home Economist 1
Illustrator 1, 2, 3
Informational Writer 1
Media Technician 1, 2, 3
Photographer 1, 2
Photographic Laboratory Technician
Planning & Program Analyst 1
Public Health Educator 1
Recreation Consultant 1,2
Research Assistant 1, 2
Residence Counsellor
Resource Extension Officer 1
Statistical Analyst 1
Tourist Development Officer 1, 2
Tourist Marketing Officer 1,2
Translator 1, 2

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for "office" employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday.

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
AGENCY REL COORD 1	AD1						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
		48341					
		1853.10					
		25.56					
AGENCY REL COORD 2	AD2						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.68
		52635					
		2017.68					
		27.83					
CH PHOTOGRAPHER	CPO						
EFF 87 09 26		28842	29920	31074	32209	33476	34724
		1105.63	1146.95	1191.18	1234.68	1283.25	1331.10
		15.25	15.82	16.43	17.03	17.70	18.36
CHAPLAIN	CHN						
EFF 87 09 26		33400	34856	36199	37561	39036	40625
		1280.35	1336.16	1387.65	1439.85	1496.40	1557.30
		17.66	18.43	19.14	19.86	20.64	21.48
		42213					
		1618.20					
		22.32					
COMM AFFAIRS SPEC	COA						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.16	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
		43916					
		1683.48					
		23.22					

CLASSIFICATION TITLE	PAY CODE						
COOP OFFICER 1	001						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
COOP OFFICER 2	002						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
COOP OFFICER 3	003						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
COOP OFFICER 4	004						
EFF 87 09 26		39603	41154	42800	44502	46374	48341
		1518.15	1577.60	1640.68	1705.93	1777.70	1853.10
		20.94	21.76	22.63	23.53	24.52	25.56
COOP OFFICER 5	005						
EFF 87 09 26		41154	42800	44502	46374	48341	50460
		1577.60	1640.68	1705.93	1777.70	1853.10	1934.30
		21.76	22.63	23.53	24.52	25.56	26.68
CULTURAL DEV OFF	CDF						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
DAY CARE CO-ORD	DCO						
EFF 87 09 26		28350	29372	30469	31622	32833	34062
		1086.78	1125.93	1167.98	1212.20	1258.60	1305.73
		14.99	15.53	16.11	16.72	17.36	18.01
		35424					
		1357.93					
		18.73					

```
  CLASSIFICATION       PAY
      TITLE            CODE

DIR COMMUNICATIONS 1  DB1
 EFF  87 09 26                  36767     38147     39603     41154     42800     44502
                              1409.40   1462.33   1518.15   1577.60   1640.68   1705.93
                                19.44     20.17     20.94     21.76     22.63     23.53

                                46374
                              1777.70
                                24.52

DIR COMMUNICATIONS 2  DB2
 EFF  87 09 26                  41154     42800     44502     46374     48341     50460
                              1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                                21.76     22.63     23.53     24.52     25.56     26.68

                                52635
                              2017.68
                                27.83

ECO DEV CONSULTANT 1  IC1
 EFF  87 09 26                  28918     29958     31055     32190     33400     34648
                              1108.53   1148.40   1190.45   1233.95   1280.35   1328.20
                                15.29     15.84     16.42     17.02     17.66     18.32

                                35972
                              1378.95
                                19.02

ECO DEV CONSULTANT 2  IC2
 EFF  87 09 26                  36767     38147     39603     41154     42800     44502
                              1409.40   1462.33   1518.15   1577.60   1640.68   1705.93
                                19.44     20.17     20.94     21.76     22.63     23.53

                                46374
                              1777.70
                                24.52
  CLASSIFICATION       PAY
      TITLE            CODE

ECO DEV CONSULTANT 3  IC3
 EFF  87 09 26               39603     41184     42800     44502     46374     48391
                           1518.15   1577.60   1640.68   1705.93   1777.70   1853.10
                             20.94     21.76     22.63     23.53     24.52     25.56

                             50460
                           1934.30
                             26.68

ECO DEV CONSULTANT 4  IC4
 EFF  87 09 26               42800     44502     46374     48391     50460     52535
                           1640.68   1705.93   1777.70   1853.10   1934.30   2017.68
                             22.63     23.53     24.52     25.56     26.68     27.83

                             54942     57344
                           2106.13   2198.20
                             29.05     30.32

ECON RES ANALYST 1    ER1
 EFF  87 09 26               25513     26440     27348     28350     29372     30469
                            978.03   1013.55   1048.25   1086.78   1125.93   1167.98
                             13.49     13.98     14.46     14.99     15.53     16.11

                             31622     32833     34062     35429
                           1212.20   1258.60   1305.73   1357.93
                             16.72     17.36     18.01     18.73

ECON RES ANALYST 2    ER2
 EFF  87 09 26               33400     34856     36199     37561     39036     40625
                           1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                             17.66     18.43     19.14     19.86     20.64     21.48

                             42213
                           1618.20
                             22.32
  CLASSIFICATION      PAY
      TITLE           CODE

ECON RES ANALYST 3    ER3
 EFF  87 09 26                 36767    38147    39603    41154    42800    44502
                             1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                               19.44    20.17    20.94    21.76    22.63    23.53

                               46374
                             1777.70
                               24.52

ECON RES ANALYST 4    ER4
 EFF  87 09 26                 42800    44502    46374    48341    50460    52635
                             1640.68  1705.93  1777.70  1853.10  1934.30  2017.68
                               22.63    23.53    24.52    25.56    26.68    27.83

ECON SECURITY COUN 1  ES1
 EFF  87 09 26                 22695    23452    24227    25040    25892    26799
                              870.00   899.00   928.73   959.90   992.53  1027.33
                               12.00    12.40    12.81    13.24    13.69    14.17

ECON SECURITY COUN 2  ES2
 EFF  87 09 26                 26440    27348    28350    29372    30469    31622
                             1013.55  1048.35  1086.78  1125.93  1167.98  1212.20
                               13.98    14.46    14.99    15.53    16.11    16.72

ECON SECURITY COUN 3  ES3
 EFF  87 09 26                 27348    28350    29372    30469    31622    32833
                             1048.35  1086.78  1125.93  1167.98  1212.20  1258.60
                               14.46    14.99    15.53    16.11    16.72    17.36

                               34062    35424
                             1305.73  1357.93
                               18.01    18.73

ECON SECURITY COUN 4  ES4
 EFF  87 09 26                 28918    29956    31055    32195    33403    34648
                             1108.53  1148.40  1190.45  1233.95  1280.35  1328.20
                               15.29    15.84    16.42    17.02    17.66    18.32

                               35972    37391    38866    40360
                             1378.95  1433.33  1489.88  1547.15
                               19.02    19.77    20.55    21.34
  CLASSIFICATION        PAY
      TITLE             CODE

FIELD WORKER 1 NA       FW1
 EFF  87 09 26                 22695     23471     24265     25097     25948     26856
                              870.00    899.73    930.18    962.08    994.70   1029.50
                               12.00     12.41     12.83     13.27     13.72     14.20

FIELD WORKER 2 NA       FW2
 EFF  87 09 26                 25513     26440     27348     28350     29372     30469
                              978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                               13.49     13.98     14.46     14.99     15.53     16.11

                               31622
                             1212.20
                               16.72

FIELD WORKER 3 NA       FW3
 EFF  87 09 26                 28918     29958     31055     32190     33400     34648
                             1108.53   1148.40   1190.45   1233.95   1280.35   1328.20
                               15.29     15.84     16.42     17.02     17.66     18.32

                               35972     37391
                             1378.95   1433.33
                               19.02     19.77

FIELD WORKER 4 NA       FW4
 EFF  87 09 26                 32190     33400     34856     36123     37561     39036
                             1233.95   1280.35   1336.18   1384.75   1439.85   1496.40
                               17.02     17.66     18.43     19.10     19.86     20.64

                               40625     42213     43916
                             1557.30   1618.20   1683.45
                               21.48     22.32     23.22

HERITAGE RES OFF 1      HR1
 EFF  87 09 26                 26440     27348     28350     29372
                             1013.55   1048.35   1086.78   1125.93
                               13.98     14.46     14.99     15.53
  CLASSIFICATION       PAY
      TITLE            CODE

HERITAGE RES OFF 2     HR2
 EFF  87 09 26                 27348     28350     29372     30469     31622     32833
                             1048.35   1086.78   1125.93   1167.98   1212.20   1258.60
                               14.46     14.99     15.53     16.11     16.72     17.36

                               34062     35424
                             1305.73   1357.93
                               18.01     18.73

HERITAGE RES OFF 3     HR3
 EFF  87 09 26                 34856     36199     37561     39036     40625     42213
                             1336.18   1387.65   1439.85   1496.40   1557.30   1618.20
                               18.43     19.14     19.86     20.64     21.48     22.32

HERITAGE RES OFF 4     HR4
 EFF  87 09 26                 38147     39603     41154     42800     44502     46374
                             1462.33   1518.15   1577.60   1640.68   1705.93   1777.70
                               20.17     20.94     21.76     22.63     23.53     24.52

HERITAGE RES OFF 5     HR5
 EFF  87 09 26                 41154     42800     44502     46374     48341     50460
                             1577.60   1640.68   1705.93   1777.70   1853.10   1934.30
                               21.76     22.63     23.53     24.52     25.56     26.68

HLTH SOC DEV SPEC 1    HS1
 EFF  87 09 26                 23868     24662     25513     26440     27348     28350
                              914.95    945.40    978.03   1013.55   1048.35   1086.78
                               12.62     13.04     13.49     13.98     14.46     14.99

HLTH SOC DEV SPEC 2    HS2
 EFF  87 09 26                 25513     26440     27348     28350     29372     30469
                              978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                               13.49     13.98     14.46     14.99     15.53     16.11

HLTH SOC DEV SPEC 3    HS3
 EFF  87 09 26                 27348     28350     29372     30469     31622     32833
                             1048.35   1086.78   1125.93   1167.98   1212.20   1258.60
                               14.46     14.99     15.53     16.11     16.72     17.36

                               34062     35424
                             1305.73   1357.93
                               18.01     18.73
  CLASSIFICATION      PAY
      TITLE           CODE

HLTH SOC DEV SPEC 4   HS4
 EFF  87 09 26                 28918     29956     31055     32190     33400     34648
                             1108.53   1148.40   1190.45   1233.95   1280.35   1328.20
                               15.29     15.84     16.42     17.02     17.66     18.32

                               35972     37391     38866     40360
                             1378.95   1433.33   1489.88   1547.15
                               19.02     19.77     20.55     21.34

HLTH SOC DEV SPEC 5   HS5
 EFF  87 09 26                 32190     33400     34856     36123     37561     39036
                             1233.95   1280.35   1336.18   1384.75   1439.85   1496.40
                               17.02     17.66     18.43     19.10     19.86     20.64

                               40625     42213     43916
                             1557.30   1618.20   1683.45
                               21.48     22.32     23.22

HLTH SOC DEV SPEC 6   HS6
 EFF  87 09 26                 39603     41154     42800     44502     46374     48341
                             1518.15   1577.60   1640.68   1705.93   1777.70   1853.10
                               20.94     21.76     22.63     23.53     24.52     25.56

HLTH SOC DEV SPEC 7   HS7
 EFF  87 09 26                 42800     44502     46374     48341     50460     52635
                             1640.68   1705.93   1777.70   1853.10   1934.30   2017.68
                               22.63     23.53     24.52     25.56     26.68     27.83

HOME ADVISOR 1        HV1
 EFF  87 09 26                 21636     22317     23092     23868     24662     25513
                              829.40    855.50    885.22    914.95    945.40    978.03
                               11.44     11.80     12.21     12.62     13.04     13.49

HOME ADVISOR 2        HV2
 EFF  87 09 26                 22695     23452     24227     25040     25892     26799
                              870.00    899.00    928.73    959.90    992.53   1027.33
                               12.00     12.40     12.81     13.24     13.69     14.17
  CLASSIFICATION      PAY
      TITLE           CODE

HOME ECONOMIST 1      HE1
 EFF  87 09 26                 25513     26440     27348     28350     29372     30469
                              978.03   1013.55   1048.35   1086.78   1125.93   1167.98
                               13.49     13.98     14.46     14.99     15.53     16.11

                               31622     32833     34062     35424
                             1212.20   1258.60   1305.73   1357.93
                               16.72     17.36     18.01     18.73

HOME ECONOMIST 2      HE2
 EFF  87 09 26                 29958     31055     32190     33400     34648     35972
                             1148.40   1190.45   1233.95   1280.35   1328.20   1378.95
                               15.84     16.42     17.02     17.66     18.32     19.02

                               37391     38866     40360
                             1433.33   1489.88   1547.15
                               19.77     20.55     21.34

HOME ECONOMIST 3      HE3
 EFF  87 09 26                 33400     34856     36199     37561     39036     40625
                             1280.35   1336.18   1387.65   1439.85   1496.40   1557.30
                               17.66     18.43     19.14     19.86     20.64     21.48

                               42213
                             1618.20
                               22.32

HOME ECONOMIST 4      HE4
 EFF  87 09 26                 36767     38147     39603     41154     42800     44502
                             1409.40   1462.33   1518.15   1577.60   1640.68   1705.93
                               19.44     20.17     20.94     21.76     22.63     23.53

                               46374
                             1777.70
                               24.52

ILLUSTRATOR 1         IL1
 EFF  87 09 26                 21996     22695     23471     24265     25097     25948
                              843.18    870.00    899.73    930.18    962.08    994.70
                               11.63     12.00     12.41     12.83     13.27     13.72
```

CLASSIFICATION TITLE	PAY CODE						
ILLUSTRATOR 2	IL2						
EFF 87 09 26		25948	26856	27859	28842	29920	31074
		994.70	1029.50	1067.93	1105.63	1146.95	1191.18
		13.72	14.20	14.73	15.25	15.82	16.43
ILLUSTRATOR 3	IL3						
EFF 87 09 26		27859	28842	29920	31074	32209	33476
		1067.93	1105.63	1146.95	1191.18	1234.68	1283.25
		14.73	15.25	15.82	16.43	17.03	17.70
INFORM WRITER 1	IW1						
EFF 87 09 26		24662	25513	26440	27348	28350	29372
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53
INFORM WRITER 2	IW2						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15
MEDIA SPECIALIST 1	MS1						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
MEDIA SPECIALIST 2	MS2						
EFF 87 09 26		36767	38147	39603	41154	42800	44502
		1409.40	1462.33	1518.15	1577.60	1640.66	1705.93
		19.44	20.17	20.94	21.76	22.63	23.53
		46374					
		1777.70					
		24.52					
MEDIA TECHNICIAN 1	TA1						
EFF 87 09 26		22317	23092	23868	24662	25513	26440
		855.50	885.23	914.95	945.40	978.03	1013.55
		11.80	12.21	12.62	13.04	13.49	13.98
MEDIA TECHNICIAN 2	TA2						
EFF 87 09 26		24662	25513	26440	27348	28350	29372
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53

CLASSIFICATION TITLE	PAY CODE						
MEDIA TECHNICIAN 3	TA3						
EFF 87 09 26		26856	27859	28842	29920	31074	32209
		1029.50	1067.93	1105.63	1146.95	1191.18	1234.68
		14.20	14.73	15.25	15.82	16.43	17.03
MGR LEGAL SERVICES	MLS						
EFF 87 09 26		42800	44502	46374	48341	50460	52635
		1640.68	1705.93	1777.78	1853.10	1934.30	2017.68
		22.63	23.53	24.52	25.56	26.68	27.83
		54942	57344				
		2106.13	2198.20				
		29.05	30.32				
PHOTO LAB TECHN	PLT						
EFF 87 09 26		19423	20010	20672	21352	22071	22866
		744.58	767.05	792.43	818.53	846.08	876.53
		10.27	10.58	10.93	11.29	11.67	12.09
PHOTOGRAPHER 1	PT1						
EFF 87 09 26		21012	21712	22487	23244	24038	24908
		805.48	832.30	862.03	891.03	921.48	954.83
		11.11	11.48	11.89	12.29	12.71	13.17
PHOTOGRAPHER 2	PT2						
EFF 87 09 26		23868	24662	25513	26440	27348	28350
		914.95	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
PLANNING PROG AN 1	PM1						
EFF 87 09 26		25513	26440	27348	28350	29372	30469
		978.03	1013.55	1048.35	1086.78	1125.93	1167.98
		13.49	13.98	14.46	14.99	15.53	16.11
		31622	32833	34062	35424		
		1212.20	1258.68	1305.73	1357.93		
		16.72	17.36	18.01	18.73		

```
 CLASSIFICATION       PAY
      TITLE           CODE

PLANNING PROG AN 2    PH2
 EFF  87 09 26                33400    34856    36199    37561    39036    40625
                            1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                              17.66    18.43    19.14    19.86    20.64    21.48

                              42213
                            1618.20
                              22.32

PLANNING PROG AN 3    PH3
 EFF  87 09 26                36767    38147    39603    41154    42800    44502
                            1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                              19.44    20.17    20.94    21.76    22.63    23.53

                              46374
                            1777.70
                              24.52

PLANNING PROG AN 4    PH4
 EFF  87 09 26                41154    42800    44502    46374    48341    50460
                            1577.60  1640.68  1705.93  1777.70  1853.10  1934.30
                              21.76    22.63    23.53    24.52    25.56    26.68

                              52635
                            2017.68
                              27.83

PUBLIC HLTH EDUC 1    PH1
 EFF  87 09 26                25513    26440    27348    28350    29372    30469
                             978.03  1013.55  1048.35  1086.78  1125.93  1167.98
                              13.49    13.98    14.46    14.99    15.53    16.11

                              31622    32833    34062    35424
                            1212.20  1258.60  1305.73  1357.93
                              16.72    17.36    18.01    18.73
```

SOCIAL SCIENCES

```
  CLASSIFICATION        PAY
      TITLE             CODE

 PUBLIC HLTH EDUC 2     PH2
  EFF  87 09 26                29958     31055     32190     33480     34648     35972
                             1148.49   1190.45   1233.95   1280.35   1328.20   1378.95
                               15.84     16.42     17.02     17.66     18.32     19.02

                               37391     38866     40360
                             1433.33   1489.88   1547.15
                               19.77     20.55     21.34

 RECREATION SPEC 1      RR1
  EFF  87 09 26                29372     30469     31622     32833     34062     35424
  TO   88 02 26              1125.93   1167.98   1212.20   1258.60   1305.73   1357.93
                               15.53     16.11     16.72     17.36     18.01     18.73

 RECREATION SPEC 2      RR2
  EFF  87 09 26                33480     34648     35972     37391     38866     40360
  TO   88 02 26              1280.35   1328.20   1378.95   1433.33   1489.88   1547.15
                               17.66     18.32     19.02     19.77     20.55     21.34

 RECREATION SPEC 3      RR3
  EFF  87 09 26                34856     36199     37561     39036     40625     42213
  TO   88 02 26              1336.18   1387.65   1439.85   1496.40   1557.30   1618.20
                               18.43     19.14     19.86     20.64     21.48     22.32

 RECREATION CONSUL 1    RR1
  EFF  88 02 27                23925     24662     25513     26440     27348     28358
                              917.13    945.40    978.03   1013.55   1048.35   1086.78
                               12.65     13.04     13.49     13.98     14.46     14.99

 RECREATION CONSUL 2    RR2
  EFF  88 02 27                29372     30469     31622     32833     34062     35424
                             1125.93   1167.98   1212.20   1258.60   1305.73   1357.93
                               15.53     16.11     16.72     17.36     18.01     18.73
```

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
RECREATION CONSUL 3	RR3						
EFF 88 02 27		33400	34648	35972	37391	38866	40360
		1280.35	1328.20	1378.95	1433.33	1489.88	1547.15
		17.66	18.32	19.02	19.77	20.55	21.34
RECREATION CONSUL 4	RR4						
EFF 88 02 27		36199	37561	39036	40625	42213	43916
		1387.65	1439.85	1496.40	1557.31	1618.19	1683.45
		19.14	19.86	20.64	21.48	22.32	23.22
RESEARCH ASSIST 1	RM1						
EFF 87 09 26		21636	22317	23095	23868	24665	25516
		829.30	855.40	885.23	914.85	945.40	978.03
		11.44	11.80	12.21	12.62	13.04	13.49
RESEARCH ASSIST 2	RM2						
EFF 87 09 26		24665	25516	26443	27348	28353	29375
		945.40	978.03	1013.55	1048.35	1086.78	1125.93
		13.04	13.49	13.98	14.46	14.99	15.53
RESIDENCE COUNSELR	RCR						
EFF 87 09 26		23462	24208	24984	25797	26648	27556
		899.30	928.00	957.73	988.90	1021.53	1056.33
		12.40	12.80	13.21	13.64	14.09	14.57

```
 CLASSIFICATION      PAY
     TITLE           CODE

RESOURCE EXT OFF 1   RX1
 EFF  87 09 26              27348    28350    29372    30469    31622    32833
                          1048.35  1086.78  1125.93  1167.98  1212.20  1258.60
                            14.46    14.99    15.53    16.11    16.72    17.36

RESOURCE EXT OFF 2   RX2
 EFF  87 09 26              31055    32190    33400    34648    35972    37391
                          1190.45  1233.95  1280.35  1328.20  1378.96  1433.33
                            16.42    17.02    17.66    18.32    19.02    19.77

RESOURCE EXT OFF 3   RX3
 EFF  87 09 26              34856    36199    37561    39036    40625    42213
                          1336.18  1387.65  1439.85  1496.40  1557.30  1618.20
                            18.43    19.14    19.86    20.64    21.48    22.32

RESOURCE EXT OFF 4   RX4
 EFF  87 09 26              39603    41154    42800    44502    46374    48341
                          1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                            20.94    21.76    22.63    23.53    24.52    25.56

RURAL DEVEL COUNSEL  RDC
 EFF  87 09 26              33400    34856    36199    37561    39036    40625
                          1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                            17.66    18.43    19.14    19.86    20.64    21.48

                            42213
                          1618.20
                            22.32

SPVR CLASSIFICATION  SCA
 EFF  87 09 26              33400    34856    36199    37561    39036    40625
                          1280.35  1336.18  1387.65  1439.85  1496.40  1557.30
                            17.66    18.43    19.14    19.86    20.64    21.48

                            42213
                          1618.20
                            22.32
```

```
  CLASSIFICATION      PAY
      TITLE           CODE

SPVR COUN SERV HLTH   SVC
 EFF  87 09 26                29958    31055    32190    33400    34648    35972
                            1148.40  1190.45  1233.95  1280.35  1328.20  1378.95
                              15.84    16.42    17.02    17.66    18.32    19.02

                              37391    38866    40360
                            1433.33  1489.88  1547.15
                              19.77    20.55    21.34

SPVR INMATE TR CORR   SIT
 EFF  87 09 26                29958    31055    32190    33400    34648    35972
                            1148.40  1190.45  1233.95  1280.35  1328.20  1378.95
                              15.84    16.42    17.02    17.66    18.32    19.02

                              37391    38866    40360
                            1433.33  1489.88  1547.15
                              19.77    20.55    21.34

SPVR INSTIT PR HOGV   SIH
 EFF  87 09 26                36199    37561    39036    40625    42213    43916
                            1387.65  1439.85  1496.40  1557.30  1618.20  1683.45
                              19.14    19.86    20.64    21.48    22.32    23.22

SR RESEARCH ECONMST   SER
 EFF  87 09 26                42800    44502    46374    48341    50460    52635
                            1640.68  1705.93  1777.70  1853.10  1934.30  2017.68
                              22.63    23.53    24.52    25.56    26.68    27.83

                              54942    57344
                            2106.13  2198.20
                              29.05    30.32

SR URBAN RES ANAL     SUA
 EFF  87 09 26                39603    41154    42800    44502    46374    48341
                            1518.15  1577.60  1640.68  1705.93  1777.70  1853.10
                              20.94    21.76    22.63    23.53    24.52    25.56

                              50460
                            1934.30
                              26.68
```

CLASSIFICATION TITLE	PAY CODE						
STATISTICAL ANAL 1	SS1						
EFF 87 09 26		29372	30469	31622	32833	34062	35424
		1125.93	1167.98	1212.20	1258.60	1305.73	1357.93
		15.53	16.11	16.72	17.36	18.01	18.73
STATISTICAL ANAL 2	SS2						
EFF 87 09 26		34856	36199	37561	39036	40625	42213
		1336.18	1387.65	1439.85	1496.40	1557.30	1618.20
		18.43	19.14	19.86	20.64	21.48	22.32
		43916					
		1683.45					
		23.22					
STATISTICAL ANAL 3	SS3						
EFF 87 09 26		38147	39603	41154	42800	44502	46374
		1462.33	1518.15	1577.60	1640.68	1705.93	1777.70
		20.17	20.94	21.76	22.63	23.53	24.52
TOUR MARKETING OFF 1	TM1						
EFF 87 09 26		23868	24662	25513	26445	27348	28350
		914.95	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99
TOUR MARKETING OFF 2	TM2						
EFF 87 09 26		31641	32776	34024	35310	36653	38109
		1212.93	1256.43	1304.28	1353.58	1405.05	1460.88
		16.73	17.33	17.99	18.67	19.38	20.15
TOUR MARKETING OFF 3	TM3						
EFF 87 09 26		36767	38147	39603	41154	42800	
		1409.40	1462.33	1518.15	1577.60	1640.68	
		19.44	20.17	20.94	21.76	22.63	
TOURIST DEV OFF 1	TT1						
EFF 87 09 26		30469	31622	32833	34062	35424	36748
		1167.98	1212.20	1258.60	1305.73	1357.93	1408.68
		16.11	16.72	17.36	18.01	18.73	19.43

```
EFFECTIVE 87 09 26            PROVINCE OF MANITOBA
 THROUGH  88 09 23       SALARY SCHEDULE - APPENDIX A1
                              SOCIAL SCIENCES

  CLASSIFICATION      PAY
      TITLE           CODE

 TOURIST DEV OFF 2    TT2
  EFF  87 09 26            33570    34856    36199    37561    39036    40625
                         1286.88  1336.18  1387.65  1439.85  1496.40  1557.30
                           17.75    18.43    19.14    19.86    20.64    21.48

                           42213
                         1618.20
                           22.32

 TOURIST DEV OFF 3    TT3
  EFF  87 09 26            36767    38147    39603    41154    42800    44502
                         1409.40  1462.33  1518.15  1577.60  1640.68  1705.93
                           19.44    20.17    20.94    21.76    22.63    23.53

                           46374
                         1777.70
                           24.52

 TRANSLATOR 1         TS1
  EFF  87 09 26            24662    25513    26440    27348    28350    29372
                          945.40   978.03  1013.55  1048.35  1086.78  1125.93
                           13.04    13.49    13.98    14.46    14.99    15.53

                           30469    31622
                         1167.98  1212.20
                           16.11    16.72

 TRANSLATOR 2         TS2
  EFF  87 09 26            31641    32776    34024    35310    36653    38109
                         1212.93  1256.43  1304.28  1353.58  1405.05  1460.88
                           16.73    17.33    17.99    18.67    19.38    20.15

                           39679
                         1521.05
                           20.98
 CLASSIFICATION      PAY
     TITLE           CODE

TRANSLATOR 3         T83
 EFF  87 09 26           38147    39603    41154    42800    44502    46374
                       1462.33  1518.15  1577.60  1640.68  1705.93  1777.70
                         20.17    20.94    21.76    22.63    23.53    24.52

                         48341
                       1853.10
                         25.56
```

```
  CLASSIFICATION      PAY
      TITLE           CODE

AGENCY REL COORD 1    AD1
 EFF  88 09 24
                         39301     40795     42384     44086     45845     47774
                       1506.55   1563.83   1624.73   1689.98   1757.49   1831.35
                         20.78     21.57     22.41     23.31     24.24     25.26

                         49798
                       1908.93
                         26.33

AGENCY REL COORD 2    AD2
 EFF  88 09 24
                         42384     44086     45845     47774     49798     51973
                       1624.73   1689.98   1757.48   1831.35   1908.93   1992.30
                         22.41     23.31     24.24     25.26     26.33     27.48

                         54204
                       2077.85
                         28.66

CH PHOTOGRAPHER       CPO
 EFF  88 09 24
                         29712     30809     32000     33173     34478     35764
                       1138.98   1181.03   1226.70   1271.65   1321.68   1370.98
                         15.71     16.29     16.92     17.54     18.23     18.91

CHAPLAIN              CHN
 EFF  88 09 24
                         34403     35897     37277     38696     40209     41835
                       1318.78   1376.05   1428.98   1483.35   1541.35   1603.70
                         18.19     18.98     19.71     20.46     21.26     22.12

                         43481
                       1666.78
                         22.99

COMM AFFAIRS SPEC     COA
 EFF  88 09 24
                         35897     37277     38696     40209     41835     43481
                       1376.05   1428.98   1483.35   1541.35   1603.70   1666.78
                         18.98     19.71     20.46     21.26     22.12     22.99

                         45240
                       1734.20
                         23.92
```

CLASSIFICATION TITLE	PAY CODE						
COOP OFFICER 1	001						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
COOP OFFICER 2	002						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
COOP OFFICER 3	003						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
COOP OFFICER 4	004						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
COOP OFFICER 5	005						
EFF 88 09 24		42384	44086	45845	47774	49798	51973
		1624.73	1689.98	1757.40	1831.35	1908.93	1992.30
		22.41	23.31	24.24	25.26	26.33	27.48
CULTURAL DEV OFF	CDF						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
DAY CARE CO-ORD	DCO						
EFF 88 09 24		29201	30260	31376	32568	33816	35083
		1119.40	1160.00	1202.78	1248.45	1296.30	1344.88
		15.44	16.00	16.59	17.22	17.88	18.55
		36483					
		1398.53					
		19.29					

```
  CLASSIFICATION      PAY
      TITLE           CODE

DIR COMMUNICATIONS 1  DB1
 EFF  88 09 24                37863    39301    40795    42384    44086    45845
                            1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                              20.02    20.78    21.57    22.41    23.31    24.24

                              47774
                            1831.35
                              25.26

DIR COMMUNICATIONS 2  DB2
 EFF  88 09 24                42384    44086    45845    47774    49798    51973
                            1624.73  1689.98  1757.40  1831.35  1908.93  1992.30
                              22.41    23.31    24.24    25.26    26.33    27.48

                              54204
                            2077.85
                              28.66

ECO DEV CONSULTANT 1  IC1
 EFF  88 09 24                29788    30866    31982    33154    34403    35689
                            1141.88  1183.20  1225.98  1270.93  1318.78  1368.08
                              15.75    16.32    16.91    17.53    18.19    18.87

                              37050
                            1420.28
                              19.59

ECO DEV CONSULTANT 2  IC2
 EFF  88 09 24                37863    39301    40795    42384    44086    45845
                            1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                              20.02    20.78    21.57    22.41    23.31    24.24

                              47774
                            1831.35
                              25.26
  CLASSIFICATION       PAY
      TITLE            CODE

ECO DEV CONSULTANT 3  IC3
 EFF  88 09 24
                          40795    42384    44086    45845    47774    49798
                        1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                          21.57    22.41    23.31    24.24    25.26    26.33

                          51973
                        1992.30
                          27.48

ECO DEV CONSULTANT 4  IC4
 EFF  88 09 24
                          44086    45845    47774    49798    51973    54204
                        1689.98  1757.40  1831.35  1908.93  1992.30  2077.85
                          23.31    24.24    25.26    26.33    27.48    28.66

                          56587    59065
                        2169.20  2264.18
                          29.92    31.23

ECON RES ANALYST 1    ER1
 EFF  88 09 24
                          26270    27234    28161    29201    30260    31376
                        1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                          13.89    14.40    14.89    15.44    16.00    16.59

                          32568    33816    35083    36483
                        1248.45  1296.30  1344.88  1398.53
                          17.22    17.88    18.55    19.29

ECON RES ANALYST 2    ER2
 EFF  88 09 24
                          34403    35897    37277    38696    40209    41835
                        1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                          18.19    18.98    19.71    20.46    21.26    22.12

                          43481
                        1666.78
                          22.99
```

CLASSIFICATION TITLE	PAY CODE						
ECON RES ANALYST 3	ER3						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
ECON RES ANALYST 4	ER4						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
ECON SECURITY COUN 1	ES1						
EFF 88 09 24		23754	24530	25324	26156	27045	27972
		910.60	940.33	970.78	1002.68	1036.75	1072.28
		12.56	12.97	13.39	13.83	14.30	14.79
ECON SECURITY COUN 2	ES2						
EFF 88 09 24		27234	28161	29201	30260	31376	32568
		1044.00	1079.53	1119.40	1160.00	1202.78	1248.45
		14.40	14.89	15.44	16.00	16.59	17.22
ECON SECURITY COUN 3	ES3						
EFF 88 09 24		28161	29201	30260	31376	32568	33816
		1079.53	1119.40	1160.00	1202.78	1248.45	1296.30
		14.89	15.44	16.00	16.59	17.22	17.88
		35083	36483				
		1344.88	1398.53				
		18.55	19.29				
ECON SECURITY COUN 4	ES4						
EFF 88 09 24		29788	30866	31982	33154	34403	35689
		1141.88	1183.20	1225.98	1270.93	1318.78	1368.08
		15.75	16.32	16.91	17.53	18.19	18.87
		37050	38507	40039	41570		
		1420.38	1476.10	1534.83	1593.55		
		19.59	20.36	21.17	21.98		

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
FIELD WORKER 1 NA	FW1						
EFF 88 09 24		23376	24170	24984	25854	26724	27669
		896.10	926.55	957.73	991.08	1024.43	1060.68
		12.36	12.78	13.21	13.67	14.13	14.63
FIELD WORKER 2 NA	FW2						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
		32568					
		1248.45					
		17.22					
FIELD WORKER 3 NA	FW3						
EFF 88 09 24		29788	30866	31982	33154	34403	35689
		1141.88	1183.20	1225.98	1270.93	1318.78	1368.08
		15.75	16.32	16.91	17.53	18.19	18.87
		37050	38507				
		1420.28	1476.10				
		19.59	20.36				
FIELD WORKER 4 NA	FW4						
EFF 88 09 24		33154	34403	35897	37202	38696	40209
		1270.93	1318.78	1376.05	1426.08	1483.35	1541.35
		17.53	18.19	18.98	19.67	20.46	21.26
		41835	43481	45240			
		1603.70	1666.78	1734.20			
		22.12	22.99	23.92			
HERITAGE RES OFF 1	HR1						
EFF 88 09 24		27234	28161	29201	30260		
		1044.00	1079.53	1119.40	1160.00		
		14.40	14.89	15.44	16.00		

```
 CLASSIFICATION      PAY
     TITLE           CODE

HERITAGE RES OFF 2   HR2
 EFF  88 09 24              28161    29201    30260    31376    32568    33816
                          1079.53  1119.40  1160.00  1202.78  1248.45  1296.30
                            14.89    15.44    16.00    16.59    17.22    17.88

                            35083    36483
                          1344.88  1398.53
                            18.55    19.29

HERITAGE RES OFF 3   HR3
 EFF  88 09 24              35897    37277    38696    40209    41835    43481
                          1376.85  1428.98  1483.35  1541.36  1603.70  1666.78
                            18.98    19.71    20.46    21.26    22.12    22.99

HERITAGE RES OFF 4   HR4
 EFF  88 09 24              39301    40795    42384    44086    45845    47774
                          1506.55  1563.83  1624.73  1689.98  1757.40  1831.35
                            20.78    21.57    22.41    23.31    24.24    25.26

HERITAGE RES OFF 5   HR5
 EFF  88 09 24              42384    44086    45845    47774    49798    51973
                          1624.73  1689.98  1757.40  1831.35  1908.93  1992.30
                            22.41    23.31    24.24    25.26    26.33    27.48

HLTH SOC DEV SPEC 1  HS1
 EFF  88 09 24              24586    25400    26270    27234    28161    29201
                           942.50   973.68  1007.03  1044.00  1079.53  1119.40
                            13.00    13.43    13.89    14.40    14.89    15.44

HLTH SOC DEV SPEC 2  HS2
 EFF  88 09 24              26270    27234    28161    29201    30260    31376
                          1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                            13.89    14.40    14.89    15.44    16.00    16.59

HLTH SOC DEV SPEC 3  HS3
 EFF  88 09 24              28161    29201    30260    31376    32568    33816
                          1079.53  1119.40  1160.00  1202.78  1248.45  1296.30
                            14.89    15.44    16.00    16.59    17.22    17.88

                            35083    36483
                          1344.88  1398.53
                            18.55    19.29
```

CLASSIFICATION TITLE	PAY CODE						
HLTH SOC DEV SPEC 4	HS4						
EFF 88 09 24		29788	30866	31982	33154	34403	35689
		1141.88	1183.20	1225.98	1270.93	1318.78	1368.08
		15.75	16.32	16.91	17.53	18.19	18.87
		37050	38507	40039	41570		
		1420.28	1476.10	1534.83	1593.55		
		19.59	20.36	21.17	21.98		
HLTH SOC DEV SPEC 5	HS5						
EFF 88 09 24		33154	34403	35897	37202	38696	40209
		1270.93	1318.78	1376.05	1426.08	1483.35	1541.35
		17.53	18.19	18.98	19.67	20.46	21.26
		41835	43481	45240			
		1603.70	1666.78	1734.20			
		22.12	22.99	23.92			
HLTH SOC DEV SPEC 6	HS6						
EFF 88 09 24		40795	42384	44086	45845	47774	49798
		1563.83	1624.73	1689.98	1757.40	1831.35	1908.93
		21.57	22.41	23.31	24.24	25.26	26.33
HLTH SOC DEV SPEC 7	HS7						
EFF 88 09 24		44086	45845	47774	49798	51973	54204
		1689.98	1757.40	1831.35	1908.93	1992.30	2077.85
		23.31	24.24	25.26	26.33	27.48	28.66
HOME ADVISOR 1	HV1						
EFF 88 09 24		22279	22979	23792	24586	25400	26270
		854.05	880.88	912.05	942.50	973.68	1007.03
		11.78	12.15	12.58	13.00	13.43	13.89
HOME ADVISOR 2	HV2						
EFF 88 09 24		23754	24530	25324	26156	27045	27972
		910.60	940.33	970.78	1002.68	1036.75	1072.28
		12.56	12.97	13.39	13.83	14.30	14.79

CLASSIFICATION TITLE	PAY CODE						
HOME ECONOMIST 1	HE1						
EFF 88 09 24		26270	27234	28161	29201	30260	31376
		1007.03	1044.00	1079.53	1119.40	1160.00	1202.78
		13.89	14.40	14.89	15.44	16.00	16.59
		32568	33816	35083	36483		
		1248.45	1296.30	1344.88	1398.53		
		17.22	17.88	18.55	19.29		
HOME ECONOMIST 2	HE2						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			
HOME ECONOMIST 3	HE3						
EFF 88 09 24		34403	35897	37277	38696	40208	41835
		1318.78	1376.05	1428.98	1483.35	1541.35	1603.70
		18.19	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
HOME ECONOMIST 4	HE4						
EFF 88 09 24		37863	39301	40795	42384	44086	45846
		1451.45	1506.55	1563.83	1624.73	1689.98	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
ILLUSTRATOR 1	IL1						
EFF 88 09 24		22657	23376	24170	24984	25854	26724
		868.55	896.10	926.55	957.73	991.08	1024.43
		11.98	12.36	12.78	13.21	13.67	14.13

CLASSIFICATION TITLE	PAY CODE						
ILLUSTRATOR 2	IL2						
EFF 88 09 24		26724	27669	28691	29712	30809	32000
		1024.43	1060.68	1099.83	1138.98	1181.03	1226.70
		14.13	14.63	15.17	15.71	16.29	16.92
ILLUSTRATOR 3	IL3						
EFF 88 09 24		28691	29712	30809	32000	33173	34478
		1099.83	1138.98	1181.03	1226.70	1271.65	1321.68
		15.17	15.71	16.29	16.92	17.54	18.23
INFORM WRITER 1	IW1						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
INFORM WRITER 2	IW2						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
MEDIA SPECIALIST 1	MS1						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
MEDIA SPECIALIST 2	MS2						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.96	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
MEDIA TECHNICIAN 1	TA1						
EFF 88 09 24		22979	23792	24586	25400	26270	27234
		880.88	912.05	942.50	973.68	1007.03	1044.00
		12.15	12.58	13.00	13.43	13.89	14.40
MEDIA TECHNICIAN 2	TA2						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00

```
  CLASSIFICATION       PAY
      TITLE            CODE

 MEDIA TECHNICIAN 3    TA3
  EFF  88 09 24
                         27669     28691     29712     30809     32000     33173
                       1060.68   1099.83   1138.98   1181.03   1226.70   1271.65
                         14.63     15.17     15.71     16.29     16.92     17.54

 MGR LEGAL SERVICES    MLS
  EFF  88 09 24
                         44086     45845     47774     49798     51973     54204
                       1689.98   1757.40   1831.35   1908.93   1992.30   2077.85
                         23.31     24.24     25.26     26.33     27.48     28.66

                         56587     59065
                       2169.20   2264.18
                         29.92     31.23

 PHOTO LAB TECHN       PLT
  EFF  88 09 24
                         20010     20615     21296     21996     22733     23546
                        767.05    790.25    816.35    843.18    871.45    902.63
                         10.58     10.90     11.26     11.63     12.02     12.45

 PHOTOGRAPHER 1        PT1
  EFF  88 09 24
                         21636     22355     23168     23943     24757     25665
                        829.40    856.95    888.13    917.85    949.03    983.83
                         11.44     11.82     12.25     12.66     13.09     13.57

 PHOTOGRAPHER 2        PT2
  EFF  88 09 24
                         24586     25400     26270     27234     28161     29201
                        942.50    973.68   1007.03   1044.00   1079.53   1119.40
                         13.00     13.43     13.89     14.40     14.89     15.44

 PLANNING PROG AN 1    PM1
  EFF  88 09 24
                         26270     27234     28161     29201     30260     31376
                       1007.03   1044.00   1079.53   1119.40   1160.00   1202.78
                         13.89     14.40     14.89     15.44     16.00     16.59

                         32568     33816     35083     36483
                       1248.45   1296.30   1344.88   1398.53
                         17.22     17.88     18.55     19.29
 CLASSIFICATION      PAY
     TITLE           CODE

PLANNING PROG AN 2   PM2
 EFF  88 09 24             34403    35897    37277    38696    40209    41835
                         1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                           18.19    18.98    19.71    20.46    21.26    22.12

                           43481
                         1666.78
                           22.99

PLANNING PROG AN 3   PM3
 EFF  88 09 24             37863    39301    40795    42384    44086    45845
                         1451.45  1506.55  1563.83  1624.73  1689.98  1757.40
                           20.02    20.78    21.57    22.41    23.31    24.24

                           47774
                         1831.35
                           25.26

PLANNING PROG AN 4   PM4
 EFF  88 09 24             42384    44086    45845    47774    49798    51973
                         1624.73  1689.98  1757.40  1831.35  1908.93  1992.30
                           22.41    23.31    24.24    25.26    26.33    27.48

                           54204
                         2077.85
                           28.66

PUBLIC HLTH EDUC 1   PH1
 EFF  88 09 24             26270    27234    28161    29201    30260    31376
                         1007.03  1044.00  1079.53  1119.40  1160.00  1202.78
                           13.89    14.40    14.89    15.44    16.00    16.59

                           32568    33816    35083    36483
                         1248.45  1296.30  1344.88  1398.53
                           17.22    17.88    18.55    19.29
```

CLASSIFICATION TITLE	PAY CODE						
PUBLIC HLTH EDUC 2	PH2						
EFF 88 09 24		30866	31982	33154	34403	35689	37050
		1183.20	1225.98	1270.93	1318.78	1368.08	1420.28
		16.32	16.91	17.53	18.19	18.87	19.59
		38507	40039	41570			
		1476.10	1534.83	1593.55			
		20.36	21.17	21.98			
RECREATION CONSUL 1	RR1						
EFF 88 09 24		24643	25400	26270	27234	28161	29201
		944.68	973.68	1007.03	1044.00	1079.53	1119.40
		13.03	13.43	13.89	14.40	14.89	15.44
RECREATION CONSUL 2	RR2						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
RECREATION CONSUL 3	RR3						
EFF 88 09 24		34403	35689	37050	38507	40039	41570
		1318.78	1368.08	1420.28	1476.10	1534.83	1593.55
		18.19	18.87	19.59	20.36	21.17	21.98
RECREATION CONSUL 4	RR4						
EFF 88 09 24		37277	38696	40209	41835	43481	45240
		1428.98	1483.35	1541.35	1603.70	1666.78	1734.20
		19.71	20.46	21.26	22.12	22.99	23.92
RESEARCH ASSIST 1	RH1						
EFF 88 09 24		22279	22979	23792	24586	25400	26270
		854.05	880.88	912.05	942.50	973.68	1007.03
		11.78	12.15	12.58	13.00	13.43	13.89
RESEARCH ASSIST 2	RH2						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
RESIDENCE COUNSELR	RCR						
EFF 88 09 24		25286	26062	26856	27707	28577	29504
		969.33	999.05	1029.50	1062.13	1095.48	1131.00
		13.37	13.78	14.20	14.65	15.11	15.60

```
  CLASSIFICATION      PAY
      TITLE           CODE

RESOURCE EXT OFF 1    RX1
 EFF  88 09 24              28161    29201    30260    31376    32568    33816
                          1079.53  1119.40  1160.00  1202.78  1248.45  1296.30
                            14.89    15.44    16.00    16.59    17.22    17.88

RESOURCE EXT OFF 2    RX2
 EFF  88 09 24              31982    33154    34403    35689    37050    38507
                          1225.98  1270.93  1318.78  1368.08  1420.28  1476.10
                            16.91    17.53    18.19    18.87    19.59    20.36

RESOURCE EXT OFF 3    RX3
 EFF  88 09 24              35897    37277    38696    40209    41835    43481
                          1376.05  1428.98  1483.35  1541.35  1603.70  1666.78
                            18.98    19.71    20.46    21.26    22.12    22.99

RESOURCE EXT OFF 4    RX4
 EFF  88 09 24              40795    42384    44086    45845    47774    49798
                          1563.83  1624.73  1689.98  1757.40  1831.35  1908.93
                            21.57    22.41    23.31    24.24    25.26    26.33

RURAL DEVEL COUNSEL   RDC
 EFF  88 09 24              34403    35897    37277    38696    40209    41835
                          1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                            18.19    18.98    19.71    20.46    21.26    22.12

                            43481
                          1666.78
                            22.99

SPVR CLASSIFICATION   SCA
 EFF  88 09 24              34403    35897    37277    38696    40209    41835
                          1318.78  1376.05  1428.98  1483.35  1541.35  1603.70
                            18.19    18.98    19.71    20.46    21.26    22.12

                            43481
                          1666.78
                            22.99
  CLASSIFICATION      PAY
      TITLE           CODE

SPVR COUN SERV HLTH   SVC
 EFF  88 09 24               30866    31982    33154    34403    35689    37050
                           1183.20  1225.98  1270.93  1318.78  1368.88  1420.28
                             16.32    16.91    17.53    18.19    18.87    19.59

                             38507    40039    41570
                           1476.10  1534.83  1593.55
                             20.36    21.17    21.98

SPVR INMATE TR CORR   SIT
 EFF  88 09 24               30866    31982    33154    34403    35689    37050
                           1183.20  1225.98  1270.93  1318.78  1368.08  1420.28
                             16.32    16.91    17.53    18.19    18.87    19.59

                             38507    40039    41570
                           1476.10  1534.83  1593.55
                             20.36    21.17    21.98

SPVR INSTIT PR HDGY   SIH
 EFF  88 09 24               37277    38696    40209    41835    43481    45240
                           1428.98  1483.35  1541.35  1603.70  1666.78  1734.20
                             19.71    20.46    21.26    22.12    22.99    23.92

SR RESEARCH ECONMST   SER
 EFF  88 09 24               44086    45845    47774    49798    51973    54204
                           1689.98  1757.40  1831.35  1908.93  1992.30  2077.85
                             23.31    24.24    25.26    26.33    27.48    28.66

                             56587    59065
                           2169.20  2264.18
                             29.92    31.23

SR URBAN RES ANAL     SUA
 EFF  88 09 24               40795    42384    44086    45845    47774    49798
                           1563.83  1624.73  1689.98  1757.40  1831.36  1908.93
                             21.57    22.41    23.31    24.24    25.26    26.33

                             51973
                           1992.30
                             27.48
```

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
STATISTICAL ANAL 1	SS1						
EFF 88 09 24		30260	31376	32568	33816	35083	36483
		1160.00	1202.78	1248.45	1296.30	1344.88	1398.53
		16.00	16.59	17.22	17.88	18.55	19.29
STATISTICAL ANAL 2	SS2						
EFF 88 09 24		35897	37277	38696	40209	41835	43481
		1376.05	1428.98	1483.35	1541.35	1603.70	1666.78
		18.98	19.71	20.46	21.26	22.12	22.99
		45240					
		1734.20					
		23.92					
STATISTICAL ANAL 3	SS3						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
TOUR MARKETING OFF 1	TM1						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44
TOUR MARKETING OFF 2	TM2						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
TOUR MARKETING OFF 3	TM3						
EFF 88 09 24		37863	39301	40795	42384	44086	
		1451.45	1506.55	1563.83	1624.73	1689.98	
		20.02	20.78	21.57	22.41	23.31	
TOURIST DEV OFF 1	TT1						
EFF 88 09 24		31376	32568	33816	35083	36483	37845
		1202.78	1248.45	1296.30	1344.88	1398.53	1450.73
		16.59	17.22	17.88	18.55	19.29	20.01

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
TOURIST DEV OFF 2	TT2						
EFF 88 09 24		34573	35897	37277	38696	40209	41835
		1325.30	1376.05	1428.98	1483.35	1541.35	1603.70
		18.28	18.98	19.71	20.46	21.26	22.12
		43481					
		1666.78					
		22.99					
TOURIST DEV OFF 3	TT3						
EFF 88 09 24		37863	39301	40795	42384	44086	45845
		1451.45	1506.55	1563.83	1624.73	1689.86	1757.40
		20.02	20.78	21.57	22.41	23.31	24.24
		47774					
		1831.35					
		25.26					
TRANSLATOR 1	TS1						
EFF 88 09 24		25400	26270	27234	28161	29201	30260
		973.68	1007.03	1044.00	1079.53	1119.40	1160.00
		13.43	13.89	14.40	14.89	15.44	16.00
		31376	32568				
		1202.78	1248.45				
		16.59	17.22				
TRANSLATOR 2	TS2						
EFF 88 09 24		32587	33759	35046	36369	37750	39244
		1249.18	1294.13	1343.43	1394.18	1447.10	1504.38
		17.23	17.85	18.53	19.23	19.96	20.75
		40871					
		1566.73					
		21.61					

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE						
TRANSLATOR 3	TS3						
EFF 88 09 24		39301	40795	42384	44086	45845	47774
		1506.55	1563.83	1624.73	1689.98	1757.40	1831.35
		20.78	21.57	22.41	23.31	24.24	25.26
		49798					
		1908.93					
		26.33					

TRADES, OPERATIONS AND SERVICES COMPONENT SUB-AGREEMENT
GOVERNMENT OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Salary Schedule for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement from the previous Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees within this Component Sub-Agreement shall come within Category B, forty (40) hours per week except for:

a) those exceptions specifically identified in Section 2:03; and

b) those employees in the following classifications who are categorized as Category A, thirty-six and one-quarter (36 1/4) hours per week:
    Business Machine Technician 1, 2
    Duplicating Equipment Operator 1, 2, 3, 4
    Supervisor, Radio Division

2:02 Category (A)

Employees coming within Category (A) of Section 2:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

2:03 Category (B)

Employees coming within Category (B) of Section 2:01 shall work eight (8) consecutive hours in each work day exclusive of meal periods and forty (40) hours in each week.

The normal hours of work for shop personnel shall be from 8:00 A.M. to 5:00 P.M. Monday to Friday inclusive but where it is necessary to provide service on Saturday, Sunday or a holiday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

Departmental employees are included in Category B except for the following employees in the Department of Highways and Transportation:

a) Roving Crews (Barber Greene, Center Line, Crusher, Seal Coat) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) - 54 hours per week. With the agreement of the department and participating crew members, these dates may be extended at either end or both.

b) District, Shop or Roving Operators (Not on Roving Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) - 45 hours per week.

c) Beat Operators (Not assigned to Maintenance Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which included October 31) - 50/40 hours per week.

2:04 Beach Patrols, Park Attendants, Parks Works Supervisors, Special Officers, Fire Rangers, Hatchery Employees, and Reforestation Project Employees may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one of the ten (10) working days.

2:05 The hours of work established for departmental employees are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Sections 2:02 and 2:03, the employing authority, with the approval of the Commission, may set different hours of work.

2:07 Any variations to a work day or work week other than those described in Sections 2:02, 2:03 and 2:04 shall only be instituted with the mutual consent of both the parties hereto.

2:08 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 This Article shall apply to all employees except only those employees who are incumbents in the following classifications:

Aircraft Maintenance Engineer 5
Building Manager 5
Chief Power Engineer 1st Class, 2nd Class
Construction Supervisor 2
Pilot 1, 2, 3, 4, 5
Supervisor, Radio Division

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on his regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- seven and one-quarter (7 1/4) hours per day for the 36 1/4 hours per week employees;
- eight (8) hours per day for the 40 hours per week employees;
- nine (9) hours per day for the 45 hours per week employees;
- ten (10) hours per day for the 50/40 hours per week employees;
- eleven (11) hours per day for the 54 hours per week employees.

3:04 An employee who is required to work on a day of rest is entitled to compensation at double time (2x) for all time worked.

3:05 In order to qualify for the premium rate on his day of rest, as set out in Section 3:04, a departmental employee must have received pay for all or part of each of the five preceding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.

3:06 An employee whose hours of work are determined in Section 2:04 and who is required to work on his day(s) of rest is entitled to compensation at double time (2x) for all time worked.

In order to qualify for the above premium rates, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

3:07 An employee if called out or scheduled to work additional hours, shall receive for each call out a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:08 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee applicable time off in lieu thereof.

3:09 Where an employee has worked overtime he must notify his supervisor by the end of the bi-weekly pay period in which the overtime was worked if he is requesting time off in lieu thereof. Otherwise the department shall process overtime pay.

3:10 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:11 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

3:12 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification pay.

COMPENSATORY LEAVE

4:01 Where under special circumstances, an employee not eligible for premium overtime as set out in this Sub-Agreement has been required by an authorized supervisory authority to work periods of overtime beyond the normal expectations or requirements of the position, the authorized supervisory authority shall approve time-off in lieu of overtime at the rate of one hour for each hour worked.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of four dollars ($4.00) for the shift in addition to his regular pay.

Effective March 26, 1988 such shift premium shall be increased to four dollars and forty cents ($4.40).

Effective March 25, 1989 such shift premium shall be increased to four dollars and sixty cents ($4.60).

Effective March 24, 1990 such shift premium shall be increased to four dollars and eighty cents ($4.80).

5:02 An employee who works a 12 hour shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of six dollars ($6.00) for the shift in addition to his regular pay.

Effective March 26, 1988 such shift premium shall be increased to six dollars and sixty cents ($6.60).

Effective March 25, 1989 such shift premium shall be increased to six dollars and ninety cents ($6.90).

Effective March 24, 1990 such shift premium shall be increased to seven dollars and twenty cents ($7.20).

5:03 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:04 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

6:01 Except as provided in Article 7, an employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall receive payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on an employee's regular working day. For stand-by on an employee's day of rest or on a paid holiday on which the employee is not scheduled to work, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

Effective March 26, 1988 such stand-by rates shall be increased to six dollars and fifty cents ($6.50) and thirteen dollars ($13.00) respectively.

Effective March 25, 1989 such stand-by rates shall be increased to seven dollars ($7.00) and fourteen dollars ($14.00) respectively.

Effective March 24, 1990 such stand-by rates shall be increased to seven dollars and fifty cents ($7.50) and fifteen dollars ($15.00) respectively.

6:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

6:03 An employee on stand-by who is called back to work, shall be compensated in accordance with the call-out provisions in Article 3:07 in addition to stand-by pay if that employee is eligible for overtime.

MAINTENANCE CREWS AND SNOWPLOW OPERATORS - STAND BY (DEPT. OF HIGHWAYS)

7:01 The following conditions shall apply to Maintenance Crews and Snowplow Operators of the Department of Highways and Transportation Services who are placed on stand-by:

a) An employee placed on stand-by, whether at his home base or at some other location, will be required to reply to a telephone call from the dispatcher within thirty (30) minutes.

b) Employees placed on stand-by may not leave their base of operation without prior approval of their supervisor.

c) Employees shall not be eligible for stand-by pay if unable to comply with (a), or if away from their base of operations under (b).

d) An employee will be considered to be on stand-by upon being so advised by his supervisor.

7:02 For Snowplow Operators, stand-by pay will apply seven (7) days per week, as required by the Director of Operations, under the terms set out below. An Operator who is placed on stand-by and who is:

a) Not required to work shall be paid five (5) hours pay at his hourly rate normally received when on duty.

b) Required to work for less than five (5) hours on any day other than his day of rest or a Statutory Holiday shall receive five (5) hours pay with no payment for stand-by.

c) Required to work for five (5) hours or more on any day other than his day of rest or a Statutory Holiday shall receive pay for all hours worked with no payment for stand-by.

d) Required to work on a day of rest or a Holiday shall receive a minimum of three (3) hours pay at double time (2x) with no payment for stand-by. For any subsequent call back, an employee will receive a minimum of three (3) hours pay with no payment for stand-by.

7:03 For Maintenance Crews, stand-by will apply on Saturdays, Sundays and Statutory Holidays only, as required by the Director of Operations under the terms set out below. An employee on a Maintenance Crew who is placed on stand-by on any Saturday, Sunday or Statutory Holiday and who is:

a) Not called in to work shall be paid four (4) hours pay at his hourly rate normally received when on duty;

b) Called in to work shall receive a minimum of three (3) hours at the applicable overtime rate for each call back with no payment for stand-by.

7:04 The Director of Operations or his designate will establish a schedule for employees who may be placed on stand-by in accordance with Section :03. The purpose of such a schedule is to indicate that if the Department determines that stand-by is required on a particular Saturday, Sunday or Statutory Holiday, the department will place such employees on stand-by in accordance with the schedule that has been established.

QUALIFICATION PAY

8:01 Qualified Power Engineers shall be granted a bonus in addition to their normal salary as set out in the following schedule:

(a) Deputy Chief Power Engineer (1st Class Plant) holding 1st Class Certificate	- $10.00 bi-weekly
(b) Deputy Chief Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(c) Deputy Chief Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly
(d) Power Engineer (1st Class Plant) holding 1st Class Certificate	- $10.00 bi-weekly
(e) Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(f) Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly
(g) Power Engineer (5th Class) holding 4th Class Certificate	- $ 3.50 bi-weekly
(h) Assistant Power Engineer (1st Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(i) Assistant Power Engineer (2nd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly

8:02 Employees who are designated to dynamite and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of one dollar ($1.00) for each hour of actual time worked in these areas.

8:03 Pilots who are designated to perform water bombing duties will receive a premium of three dollars ($3.00) for each hour of actual flying time in water bombing operations. The premium payment may be converted to one dollar and fifty cents ($1.50) for the closest half-hour where required.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

COURT LEAVE

10:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

WEEKEND PREMIUM

11:01 An employee shall receive thirty-five cents (35c) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

Effective March 26, 1988 such weekend premium shall be increased to forty cents (40c).

Effective March 25, 1989 such weekend premium shall be increased to forty-five cents (45c).

Effective March 24, 1990 such weekend premium shall be increased to fifty cents (50c).

11:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

11:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Howard Pawley
Witness

Minister

Annette Maloney
Witness

Peter Olfert
President of the Manitoba Government Employees' Association

R.P. Olien
Witness

J.A. Buchanan
For the Component Negotiating Committee

CLASSIFICATION OF OPERATORS

The classification of employees is determined by the equipment operated as follows:

OPERATOR 1

All-Wheel Tractors
Compressed Air and/or Electrical Jack Hammers
Concrete Saw
Conveyor
Fairway Gang Mower (7 Gang Hydraulic Unit)
Garbage Packer - 1 Ton
Greens Triplex (3 Gang Hydraulic Unit)
Self-Propelled Roller
Sprayer (Boom type W/P.T.O. Behind Tractor)
Steam Generators)
Swather
Tees Triplex (3 Gang Unit-Reel Type)
Traction or Powered Broom
Triplex

OPERATOR 3

Assistant Snow Plow Operator
Bombardier With Brush Cutter
Bombardier With Nose and/or Wing
Crawler With Brush Cutter
Highway Magnet
Motor Grader (Beat)
Shoulder Maintainer
Small Motor Grader
Snow Plow (Without Wings) 5 Ton
Street Sweeper
Tar Kettle (High Pressure)
Tandem Truck
Tracked Loader
Wheeled Loader 1-2 Yds.

OPERATOR 2

Backhoe (Wheel Tractor)
Distributor Helper
Garbage Packer (3-5 Ton)
Hydro Seeder and Mulcher
Loader Under 1 Yd. (Wheel Tractor)
Mud Jack
Self-Propelled Trencher
Tar Kettle
Truck (3-5 Ton)

OPERATOR 4

Asphalt Mixing Plants (Up to 25 Tons per Hour)
Backhoe (3/4 Yd.)
Bombardier with Brush Cutter (Roving)
Chip Spreader
Crusher
Centre Line Marker
Diamond Drill
Dozer
Loader (Over 2 Yds.)
Loader Operator (Roving)
M.G. Operator (Roving)
Pressure Boiler and Circulatingg) Oil Heaters
Rotary Snow Plow
Sign Truck (Washer & Auger)
Snow Plow (With Nose & Wing)
Street Sweeper (Roving)
Tandem Tractor
Tractor (5 Ton)
Under Bridge Crane

OPERATOR 5

Asphalt Mixing Plants (Over 25 Tons Per Hour)
Assistant Supervisor (On Seal Coat Crew)

NOTE (1) All other Operators are to be classified as Operator 1 unless otherwise approved by the Director of Operations or employing authority.

(2) Assistant Snowplow Operator - Assistant to Operator 4 on Rotary Snowplow or Snowplow (With Nose and Wing).

(3) Employees whose normal classification is Operator 4, Operator 5, or Project Works Supervisor shall be paid at the Operator 4 rate of pay while performing the duties of an Assistant Snowplow Operator. All other Assistant Snowplow Operators shall be paid at the Operator 3 rate.

MEMORANDUM OF AGREEMENT
TRADES COMPONENT SUB-AGREEMENT

SUBJECT: SHIFT SCHEDULES

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer.

1) Where changes are necessary in a regularly scheduled posted shift, every reasonable effort will be made to provide at least twenty-four (24) hours notice.

2) Except as set out in (1), where an employee does not receive at least twenty-four (24) hours' notice of a change to the employee's regularly scheduled posted shift, the employee shall be paid at time and one-half (1 1/2x) for all hours worked for the first shift which varies from the employee's posted schedule. Such payment shall apply only to the first shift which varies from the posted schedule.

3) This memorandum does not apply to employees assigned to relief shift or changes to shift schedules due to:
   a) sick leave;
   b) emergency situations.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government of Manitoba

J.R. Buchanan
Witness

Stan Smith
Witness

Feb. 24, 1988
Date

CLASSIFICATION TITLE	PAY CODE						
AIR MECHANIC	AME						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
AIR MECHANIC BRT	AMR						
EFF 87 09 26		24667	25544	26420	27318	28340	29363
		945.60	979.20	1012.80	1047.20	1086.40	1125.60
		11.82	12.24	12.66	13.09	13.58	14.07
AIRCRAFT MAIN ENG 1	AE1						
EFF 87 09 26		27860	28841	29927	31033		
		1068.00	1105.60	1147.20	1189.60		
		13.35	13.82	14.34	14.87		
AIRCRAFT MAIN ENG 2	AE2						
EFF 87 09 26		29927	31033	32222	33453		
		1147.20	1189.60	1235.20	1282.40		
		14.34	14.87	15.44	16.03		
AIRCRAFT MAIN ENG 3	AE3						
EFF 87 09 26		31033	32222	33453	34727		
		1189.60	1235.20	1282.40	1331.20		
		14.87	15.44	16.03	16.64		
AIRCRAFT MAIN ENG 4	AE4						
EFF 87 09 26		32222	33453	34727	36104		
		1235.20	1282.40	1331.20	1384.00		
		15.44	16.03	16.64	17.30		
AIRCRAFT MAIN ENG 5	AE5						
EFF 87 09 26		34017	35290	36667	38107		
		1304.00	1352.80	1405.60	1460.80		
		16.30	16.91	17.57	18.26		
AIRPORT EQUIP OP 1	AO1						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57

```
  CLASSIFICATION      PAY
      TITLE           CODE

 AIRPORT EQUIP OP 2   A02
  EFF  87 09 26               21641    22330    23081    23853    24667    25544
                             829.60   856.00   884.80   914.40   945.60   979.20
                              10.37    10.70    11.06    11.43    11.82    12.24

# AREA WORKS SPVR     ARS
  EFF  87 09 26               26900    27860    28841    29927    31033
                            1031.20  1068.00  1105.60  1147.20  1189.60
                              12.89    13.35    13.82    14.34    14.87

 ASST HOSP LAUND MGR  ALM
  EFF  87 09 26               23081    23853    24667    25544    26420    27318
                             884.80   914.40   945.60   979.20  1012.80  1047.20
                              11.06    11.43    11.82    12.24    12.66    13.09

 ASST INST HKPG SPVR  AHS
  EFF  87 09 26               22330    23081    23853    24667    25544    26420
                             856.00   884.80   914.40   945.60   979.20  1012.80
                              10.70    11.06    11.43    11.82    12.24    12.66

 ASST POWR ENG 1ST CL AOE
  EFF  87 09 26               27860    28841    29927    31033
                            1068.00  1105.60  1147.20  1189.60
                              13.35    13.82    14.34    14.87

 ASST POWR ENG 2ND CL A2E
  EFF  87 09 26               25961    26900    27860    28841
                             995.20  1031.20  1068.00  1105.60
                              12.44    12.89    13.35    13.82

# ASST WORKS SPVR     AWS
  EFF  87 09 26


                              10.86    11.25    11.63

 AUTO EQUIP MECH      AEM
  EFF  87 09 26               25544    26420    27318    28340
                             979.20  1012.80  1047.20  1086.40
                              12.24    12.66    13.09    13.58

  EFF  88 02 27               25794    26692    27589    28633
                             988.80  1023.20  1057.60  1097.60
                              12.36    12.79    13.22    13.72
```

CLASSIFICATION TITLE	PAY CODE						
AUTO EQUIP MECH SRT	AMS						
EFF 87 09 26		26420	27316	28340	29363		
		1012.80	1047.20	1086.40	1125.60		
		12.66	13.09	13.58	14.07		
EFF 88 02 27		26692	27589	28633	29656		
		1023.20	1057.60	1097.60	1136.80		
		12.79	13.22	13.72	14.21		
AVIONICS TECHNIC 1	AT1						
EFF 87 09 26		27318	28340	29363	30490	31617	32827
		1047.20	1086.40	1125.60	1168.80	1212.00	1258.40
		13.09	13.58	14.07	14.61	15.15	15.73
AVIONICS TECHNIC 2	AT2						
EFF 87 09 26		28340	29363	30490	31617	32827	34080
		1086.40	1125.60	1168.80	1212.00	1258.40	1306.40
		13.58	14.07	14.61	15.15	15.73	16.33
# BEACH SAFETY OFF 1	BP1						
EFF 87 09 26		18532	19116	19721	20326	20994	
		710.40	732.80	756.00	779.20	804.80	
		8.88	9.16	9.45	9.74	10.06	
# BEACH SAFETY OFF 2	BP2						
EFF 87 09 26		19116	19721	20326	20994	21704	
		732.80	756.00	779.20	804.80	832.00	
		9.16	9.45	9.74	10.06	10.40	
# BOAT CAPTAIN	BCP						
EFF 87 09 26		24229	25085	25961	26900	27860	28841
		928.80	961.60	995.20	1031.20	1068.00	1105.60
		11.61	12.02	12.44	12.89	13.35	13.82
# BOAT MATE	BMT						
EFF 87 09 26		21286	21996	22736	23457	24229	25085
		816.00	843.20	870.40	899.20	928.80	961.60
		10.20	10.54	10.88	11.24	11.61	12.02
BUILDING [illegible]NAGER 1	BD1						
EFF 87 09 26		20326	20994	21704	22455	23227	
		779.20	804.80	832.00	860.80	890.40	
		9.74	10.06	10.40	10.76	11.13	

CLASSIFICATION TITLE	PAY CODE						
BUILDING MANAGER 2	BD2						
EFF 87 09 26		22330	23081	23853	24667	25544	
		856.00	884.80	914.40	945.60	979.20	
		10.70	11.06	11.43	11.82	12.24	
BUILDING MANAGER 3	BD3						
EFF 87 09 26		23853	24667	25544	26420	27318	
		914.40	945.60	979.20	1012.80	1047.20	
		11.43	11.82	12.24	12.66	13.09	
BUILDING MANAGER 4	BD4						
EFF 87 09 26		31033	32222	33453	34727		
		1189.60	1235.20	1282.40	1331.20		
		14.87	15.44	16.03	16.64		
BUILDING MANAGER 5	BD5						
EFF 87 09 26		36667	38107	39610	41175		
		1405.60	1460.80	1518.40	1578.40		
		17.57	18.26	18.98	19.73		
BUILDING SER SPVR	BD6						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
BUILDING SER WRKR 1	BW1						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57
BUILDING SER WRKR 2	BW2						
EFF 87 09 26		19408	20013	20681	21370	22059	22873
		744.00	767.20	792.80	819.20	845.60	876.80
		9.30	9.59	9.91	10.24	10.57	10.96
BUILDING SER WRKR 3	BW3						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52

EFFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES, OPERATION, SERVICES

CLASSIFICATION TITLE	PAY CODE						
BUSINESS MACH TCH 1	BT1						
EFF 87 09 26		19688	20350	21012	21712	22487	23244
		754.73	780.10	805.48	832.30	862.03	891.03
		10.41	10.76	11.11	11.48	11.89	12.29
BUSINESS MACH TCH 2	BT2						
EFF 87 09 26		23092	23868	24662	25513	26440	27348
		885.23	914.95	945.40	978.03	1013.55	1048.35
		12.21	12.62	13.04	13.49	13.98	14.46
# CAMP COOK 1	CA1						
EFF 87 09 26							
		9.41	9.71	10.08			
# CAMP COOK 2	CA2						
EFF 87 09 26							
		10.40	10.77	11.13			
CH POWER ENG 1ST	C1E						
EFF 87 09 26		35293	36667	38107	39610		
		1352.80	1405.60	1460.80	1518.40		
		16.91	17.57	18.26	18.98		
CH POWER ENG 2ND CL	C2E						
EFF 87 09 26		33412	34643	35979	37356		
		1280.80	1328.00	1379.20	1432.00		
		16.01	16.60	17.24	17.90		
CH POWER ENG 3RD CL	C3E						
EFF 87 09 26		30490	31617	32827	34080		
		1168.80	1212.00	1258.40	1306.40		
		14.61	15.15	15.73	16.33		
CH SERVICE ST ATNDT	CSS						
EFF 87 09 26		20013	20681	21370	22059	22873	23645
		767.20	792.80	819.20	845.60	876.80	906.40
		9.59	9.91	10.24	10.57	10.96	11.33

```
  CLASSIFICATION       PAY
      TITLE            CODE

 CONSTRUCTION SPVR 1   CU1
  EFF  87 09 26              30490    31617    32827    34080    35394
                           1168.80  1212.00  1258.40  1306.40  1356.80
                             14.61    15.15    15.73    16.33    16.96

 CONSTRUCTION SPVR 2   CU2
  EFF  87 09 26              34017    35290    36667    38107    39610
                           1304.00  1352.80  1405.60  1460.80  1518.40
                             16.30    16.91    17.57    18.26    18.98

# CONSTRUCTION WKR LH  CLH
  EFF  87 09 26

                             10.66    11.05    11.42

# CONSTRUCTION WORKER  CWR
  EFF  87 09 26

                              9.98    10.33    10.68    11.05

# COOK 1               CK1
  EFF  87 09 26              19867    20473    21078    21746    22455    23206
                            761.60   784.80   808.00   833.60   860.80   889.60
                              9.52     9.81    10.10    10.42    10.76    11.12

# COOK 2               CK2
  EFF  87 09 26              20932    21558    22226    22935    23686    24459
                            802.40   826.40   852.00   879.20   908.00   937.60
                             10.03    10.33    10.65    10.99    11.35    11.72

  COOK 3               CK3
  EFF  87 09 26              21871    22518    23227    23979    24772    25565
                            838.40   863.20   890.40   919.20   949.60   980.00
                             10.48    10.79    11.13    11.49    11.87    12.25

  COOK 4               CK4
  EFF  87 09 26              22330    23081    23853    24667    25544    26420
                            856.00   884.80   914.40   945.60   979.20  1012.80
                             10.70    11.06    11.43    11.82    12.24    12.66
```

CLASSIFICATION TITLE	PAY CODE						
COOK 5	CKS						
EFF 87 09 26		25544	26420	27318	28340	29363	30490
		979.20	1012.80	1047.20	1086.40	1125.60	1168.80
		12.24	12.66	13.09	13.58	14.07	14.61
DEP CH POWER ENG 1ST	DOE						
EFF 87 09 26		31617	32827	34080	35394		
		1212.00	1258.40	1306.40	1356.80		
		15.15	15.73	16.33	16.96		
DEP CH POWER ENG 2ND	D2E						
EFF 87 09 26		29927	31033	32222	33453		
		1147.20	1189.60	1235.20	1282.40		
		14.34	14.87	15.44	16.03		
DEP CH POWER ENG 3RD	D3E						
EFF 87 09 26		27860	28841	29927	31033		
		1068.00	1105.60	1147.20	1189.60		
		13.35	13.82	14.34	14.87		
# DISTRICT WORKS SPVR	DWS						
EFF 87 09 26							
		12.58	13.05	13.53	14.00		
DUPL EQUIP OPER 1	OD1						
EFF 87 09 26		17192	17703	18251	18799	19423	20010
		659.03	678.60	699.63	720.65	744.58	767.05
		9.09	9.36	9.65	9.94	10.27	10.58
DUPL EQUIP OPER 2	OD2						
EFF 87 09 26		19688	20350	21012	21712	22487	23244
		754.73	780.10	805.48	832.30	862.03	891.03
		10.41	10.76	11.11	11.48	11.89	12.29
DUPL EQUIP OPER 3	OD3						
EFF 87 09 26		23868	24662	25513	26440	27348	28358
		914.95	945.40	978.03	1013.55	1048.35	1086.78
		12.62	13.04	13.49	13.98	14.46	14.99

CLASSIFICATION TITLE	PAY CODE						
DUPL EQUIP OPER 4	OD4						
EFF 87 09 26		25946	26856	27859	28842	29920	31074
		994.70	1029.50	1067.93	1105.63	1146.95	1191.18
		13.72	14.20	14.73	15.25	15.82	16.43
ELEVATOR OPERATOR	EOP						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57
EQ & SIGN PAINT SRT	ESP						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
EQ & SIGN PAINTER	EGP						
EFF 87 09 26		23081	23853	24667	25544	26420	27318
		884.80	914.40	945.60	979.20	1012.80	1047.20
		11.06	11.43	11.82	12.24	12.66	13.09
# FIRE RANGER 1	FR1						
EFF 87 09 26		17739	18219	18803			
		680.00	698.40	720.80			
		8.50	8.73	9.01			
# FIRE RANGER 2	FR2						
EFF 87 09 26		19638	20264	21036			
		752.80	776.80	806.40			
		9.41	9.71	10.08			
# FIRE RANGER 3	FR3						
EFF 87 09 26		20681	21370	22059			
		792.80	819.20	845.60			
		9.91	10.24	10.57			
# FIRE RANGER 4	FR4						
EFF 87 09 26		22059	22873	23645			
		845.60	876.80	906.40			
		10.57	10.96	11.33			

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES, OPERATION, SERVICES

CLASSIFICATION TITLE	PAY CODE						
FLIGHT SERV OFF 1	FS1						
EFF 87 09 26		19408	20013	20681	21370	22059	22873
		744.80	767.20	792.80	819.20	845.60	876.80
		9.30	9.59	9.91	10.24	10.57	10.96
FLIGHT SERV OFF 2	FS2						
EFF 87 09 26		21641	22330	23081	23853	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
FLIGHT SERV OFF 3	FS3						
EFF 87 09 26		23853	24667	25544	26420	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
# FRMR TMBR CONC WRKR	FTC						
EFF 87 09 26							
		9.98	10.33	10.68	11.05		
GARAGE WORKS SPVR	GWS						
EFF 87 09 26		28841	29927	31033	32222	33453	
		1105.60	1147.20	1189.60	1235.20	1282.40	
		13.82	14.34	14.87	15.44	16.03	
GARDENER 1	GR1						
EFF 87 09 26		21286	21996	22706	23457	24229	25085
		816.00	843.20	870.40	899.20	928.80	961.60
		10.20	10.54	10.88	11.24	11.61	12.02
GARDENER 2	GR2						
EFF 87 09 26		21996	22706	23457	24229	25085	25961
		843.20	870.40	899.20	928.80	961.60	995.20
		10.54	10.58	11.24	11.61	12.02	12.44
GARDENER 3	GR3						
EFF 87 09 26		23457	24229	25085	25961	26900	27860
		899.20	928.80	961.60	995.20	1031.20	1068.00
		11.24	11.61	12.02	12.44	12.89	13.35

CLASSIFICATION TITLE	PAY CODE						
GARDENER 4	GR4						
EFF 87 09 26		29363	30490	31617	32827	34080	35394
		1125.60	1168.80	1212.00	1258.40	1306.40	1356.80
		14.07	14.61	15.15	15.73	16.33	16.96
# HATCHERY ASSISTANT	HA						
EFF 87 09 26		20013	20681				
		767.20	792.80				
		9.59	9.91				
# HATCHERY HELPER	HH						
EFF 87 09 26		19408	20013				
		744.00	767.20				
		9.30	9.59				
# HIGHWAYS SUPT	HIS						
EFF 87 09 26		29363	30490	31617	32827	34080	
		1125.60	1168.80	1212.00	1258.40	1306.40	
		14.07	14.61	15.15	15.73	16.33	
HIGHWYS EQUIP PAINT	HEP						
EFF 87 09 26		21996	22706	23457	24229	25085	25961
		843.20	870.40	899.20	928.80	961.60	995.20
		10.54	10.88	11.24	11.61	12.02	12.44
INSTIT FARMER 2	IF2						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57
INSTIT FARMER 3	IF3						
EFF 87 09 26		21641	22330	23081	23853	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
INSTIT FARMER 4	IF4						
EFF 87 09 26		23081	23853	24667	25544	26420	27318
		884.80	914.40	945.60	979.20	1012.80	1047.20
		11.06	11.43	11.82	12.24	12.66	13.09

CLASSIFICATION TITLE	PAY CODE						
INSTIT HAIRGROM CGE	IHC						
EFF 87 09 26		20118	20723	21391	22080	22768	23582
		771.20	794.40	820.00	846.40	872.80	904.00
		9.64	9.93	10.25	10.58	10.91	11.30
INSTIT HAIRGROOMER	IH						
EFF 87 09 26		19513	20118	20723	21391	22080	22768
		748.00	771.20	794.40	820.00	846.40	872.80
		9.35	9.64	9.93	10.25	10.58	10.91
INSTIT MEAT CUTTER	IMC						
EFF 87 09 26		21641	22330	23081	23853	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
INSTIT MILK PROCESR	IMP						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52
# LABOURER	LAB						
EFF 87 09 26							
		9.41	9.71	10.08			
LAUNDRY WORKER	LWR						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52
# MACHINIST	MC						
EFF 87 09 26		26900	27860	28841	29927		
		1031.20	1068.00	1105.60	1147.20		
		12.89	13.35	13.82	14.34		
EFF 88 02 27		27172	28132	29133	30219		
		1041.60	1078.40	1116.80	1158.40		
		13.02	13.48	13.96	14.48		

CLASSIFICATION TITLE	PAY CODE						
MACHINIST SRT	SMC						
EFF 87 09 26		27860	28841	29927	31033		
		1068.00	1105.60	1147.20	1189.60		
		13.35	13.82	14.34	14.87		
EFF 88 02 27		28132	29133	30219	31346		
		1078.40	1116.80	1158.40	1201.60		
		13.48	13.96	14.48	15.02		
MAINT ASSISTANT	MAN						
EFF 87 09 26		21641	22330	23081	23863	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
MAINT TRADES 1 SRT	SM1						
EFF 87 09 26		25961	26900	27860	28841		
		995.20	1031.20	1068.00	1105.60		
		12.44	12.89	13.35	13.82		
EFF 88 02 27		26212	27172	28132	29133		
		1004.80	1041.60	1078.40	1116.80		
		12.56	13.02	13.48	13.96		
MAINT TRADES 2 SRT	SM2						
EFF 87 09 26		27860	28841	29927	31033		
		1068.00	1105.60	1147.20	1189.60		
		13.35	13.82	14.34	14.87		
EFF 88 02 27		28132	29133	30219	31346		
		1078.40	1116.80	1158.40	1201.60		
		13.48	13.96	14.48	15.02		
MAINT TRADES 3 SRT	SM3						
EFF 87 09 26		31033	32222	33453	34727		
		1189.60	1235.20	1282.40	1331.20		
		14.87	15.44	16.03	16.64		
EFF 88 02 27		31346	32535	33787	35081		
		1201.60	1247.20	1295.20	1344.80		
		15.02	15.59	16.19	16.81		

CLASSIFICATION TITLE	PAY CODE				
# MAINT TRADESPERSN 1	MM1				
EFF 87 09 26		25085	25961	26900	27860
		961.60	995.20	1031.20	1068.00
		12.02	12.44	12.89	13.35
EFF 88 02 27		25335	26212	27172	28132
		971.20	1004.80	1041.60	1078.40
		12.14	12.56	13.02	13.48
# MAINT TRADESPERSN 2	MM2				
EFF 87 09 26		26900	27860	28841	29927
		1031.20	1068.00	1105.60	1147.20
		12.89	13.35	13.82	14.34
EFF 88 02 27		27172	28132	29133	30219
		1041.60	1078.40	1116.80	1158.40
		13.02	13.48	13.96	14.48
# MAINT TRADESPERSN 3	MM3				
EFF 87 09 26		29927	31033	32222	33453
		1147.20	1189.60	1235.20	1282.40
		14.34	14.87	15.44	16.03
EFF 88 02 27		30219	31346	32535	33787
		1158.40	1201.60	1247.20	1295.20
		14.48	15.02	15.59	16.19
MECH EQ MECH 2 BRT	M2B				
EFF 87 09 26		27860	28841	29927	31033
		1068.00	1105.60	1147.20	1189.60
		13.35	13.82	14.34	14.87
EFF 88 02 27		28132	29133	30219	31346
		1078.40	1116.80	1158.40	1201.60
		13.48	13.96	14.48	15.02
# MECH EQUIP MECH 1	ME1				
EFF 87 09 26		23853	24667	25544	26420
		914.40	945.60	979.20	1012.80
		11.43	11.82	12.24	12.66

CLASSIFICATION TITLE	PAY CODE						
# MECH EQUIP MECH 2	ME2						
EFF 87 09 26		26900	27860	28841	29927		
		1031.20	1068.00	1105.60	1147.20		
		12.89	13.35	13.82	14.34		
EFF 88 02 27		27172	28132	29133	30219		
		1041.60	1078.40	1116.80	1158.40		
		13.02	13.48	13.96	14.48		
MECH SUPERVISOR	MSR						
EFF 87 09 26		29927	31033	32222	33453	34727	36104
		1147.20	1189.60	1235.20	1282.40	1331.20	1384.00
		14.34	14.87	15.44	16.03	16.64	17.30
# MECHANIC 1	MH1						
EFF 87 09 26							
		11.08	11.44	11.82	12.25	12.67	
# MECHANIC 2	MH2						
EFF 87 09 26							
		11.61	12.02	12.44	12.91	13.36	
MOBILE SUPPORT SPVR	MPS						
EFF 87 09 26		22330	23081	23853	24667	25544	26420
		856.00	884.80	914.40	945.60	979.20	1012.80
		10.70	11.06	11.43	11.82	12.24	12.66
# OPERATOR 1	OR1						
EFF 87 09 26							
		10.37					
# OPERATOR 2	OR2						
EFF 87 09 26							
		10.93					
# OPERATOR 3	OR3						
EFF 87 09 26							
		11.73					

EFFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES, OPERATION, SERVICES

CLASSIFICATION TITLE	PAY CODE						
# OPERATOR 4	OR4						
EFF 87 09 26							
		12.18					
# OPERATOR 5	OR5						
EFF 87 09 26							
		12.67					
# PARK ATTENDANT 1	KA1						
EFF 87 09 26		16695	17196	17739	18219	18803	
		640.00	659.20	680.00	698.40	720.80	
		8.00	8.24	8.50	8.73	9.01	
# PARK ATTENDANT 2	KA2						
EFF 87 09 26		17739	18219	18803	19408	20013	
		680.00	698.40	720.80	744.00	767.20	
		8.50	8.73	9.01	9.30	9.59	
# PARK ATTENDANT 3	KA3						
EFF 87 09 26		19408	20013	20681	21370	22059	
		744.00	767.20	792.80	819.20	845.60	
		9.30	9.59	9.91	10.24	10.57	
# PARK ATTENDANT 4	KA4						
EFF 87 09 26		20681	21370	22059	22873	23645	
		792.80	819.20	845.60	876.80	906.40	
		9.91	10.24	10.57	10.96	11.33	
# PARK WORKS SPVR 1	PK1						
EFF 87 09 26		21996	22706	23457	24229	25085	25961
		843.20	870.40	899.20	928.80	961.60	995.20
		10.54	10.88	11.24	11.61	12.02	12.44
# PARK WORKS SPVR 2	PK2						
EFF 87 09 26		22706	23457	24229	25085	25961	26900
		870.40	899.20	928.80	961.60	995.20	1031.20
		10.88	11.24	11.61	12.02	12.44	12.89
# PARK WORKS SPVR 3	PK3						
EFF 87 09 26		23457	24229	25085	25961	26900	27860
		899.20	928.80	961.60	995.20	1031.20	1068.00
		11.24	11.61	12.02	12.44	12.89	13.35

CLASSIFICATION TITLE	PAY CODE						
PILOT 1	PL1						
EFF 87 09 26		32180	33412	34643	35979	37356	38859
		1233.60	1280.80	1328.00	1379.20	1432.00	1489.60
		15.42	16.01	16.60	17.24	17.90	18.62
PILOT 2	PL2						
EFF 87 09 26		34017	35290	36667	38107	39610	41175
		1304.00	1352.80	1405.60	1460.80	1518.40	1578.40
		16.30	16.91	17.57	18.26	18.98	19.73
PILOT 3	PL3						
EFF 87 09 26		37419	38859	40382	41989	43638	45412
		1434.40	1489.60	1548.00	1609.60	1672.80	1740.80
		17.93	18.62	19.35	20.12	20.91	21.76
PILOT 4	PL4						
EFF 87 09 26		38859	40382	41989	43638	45412	47353
		1489.60	1548.00	1609.60	1672.80	1740.80	1815.20
		18.62	19.35	20.12	20.91	21.76	22.69
PILOT 5	PL5						
EFF 87 09 26		41154	42803	44493	46393	48333	50441
		1577.60	1640.80	1705.60	1778.40	1852.80	1933.60
		19.72	20.51	21.32	22.23	23.16	24.17
POWER ENG 1ST CL PL	O1E						
EFF 87 09 26		30490	31617	32827	34080		
		1168.80	1212.00	1258.40	1306.40		
		14.61	15.15	15.73	16.33		
POWER ENG 2ND CL PL	O2E						
EFF 87 09 26		28841	29927	31033	32222		
		1105.60	1147.20	1189.60	1235.20		
		13.82	14.34	14.87	15.44		
POWER ENG 3RD CL PL	O3E						
EFF 87 09 26		26900	27860	28841	29927		
		1031.20	1068.00	1105.60	1147.20		
		12.89	13.35	13.82	14.34		
POWER ENG 5TH CL	O5E						
EFF 87 09 26		22706	23457	24229	25085		
		870.40	899.20	928.80	961.60		
		10.88	11.24	11.61	12.02		

CLASSIFICATION TITLE	PAY CODE						
# PROJECT WORKS SPVR	PWS						
EFF 87 09 26							
		12.58	13.05	13.53	14.00		
RADIO OPERATOR	ROP						
EFF 87 09 26		21641	22330	23081	23853	24667	25544
		829.60	856.00	884.80	914.40	945.60	979.20
		10.37	10.70	11.06	11.43	11.82	12.24
RADIO TECHNICIAN 1	RT1						
EFF 87 09 26		23853	24667	25544	26422	27318	28340
		914.40	945.60	979.20	1012.80	1047.20	1086.40
		11.43	11.82	12.24	12.66	13.09	13.58
RADIO TECHNICIAN 2	RT2						
EFF 87 09 26		26920	27860	28841	29927	31033	32222
		1031.20	1068.00	1105.60	1147.20	1189.60	1235.20
		12.89	13.35	13.82	14.34	14.87	15.44
RADIO TECHNICIAN 3	RT3						
EFF 87 09 26		28340	29363	30450	31617	32827	34080
		1086.40	1125.60	1168.80	1212.00	1258.40	1306.40
		13.58	14.07	14.61	15.15	15.73	16.33
# RIGGER OS ST	RGR						
EFF 87 09 26							
		10.37					
SECURITY OFFICER 1	SO						
EFF 87 09 26		18803	19408	20013	20681	21370	22059
		720.80	744.00	767.20	792.80	819.20	845.60
		9.01	9.30	9.59	9.91	10.24	10.57
SECURITY OFFICER 2	HGG						
EFF 87 09 26		19721	20326	20994	21704	22455	23227
		756.00	779.20	804.80	832.00	860.80	890.40
		9.45	9.74	10.06	10.40	10.76	11.13
SERVICE WORKER 1	SK1						
EFF 87 09 26		17530	18073	18573	19158	19763	
		672.00	692.80	712.00	734.40	757.60	
		8.40	8.66	8.90	9.18	9.47	

EFFECTIVE 87 09 26
THROUGH 88 09 23

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES. OPERATION. SERVICES

CLASSIFICATION TITLE	PAY CODE						
SERVICE WORKER 2	SK2						
EFF 87 09 26		19513 748.00 9.35	20118 771.20 9.64	20723 794.40 9.93	21391 820.00 10.25	22080 846.40 10.58	22768 872.80 10.91
SERVICE WORKER 3	SK3						
EFF 87 09 26		19721 756.00 9.45	20326 779.20 9.74	20994 804.80 10.06	21704 832.00 10.40	22455 860.80 10.76	23227 890.40 11.13
SERVICE WORKER 4	SK4						
EFF 87 09 26		21641 829.60 10.37	22330 856.00 10.70	23081 884.80 11.06	23853 914.40 11.43	24667 945.60 11.82	25544 979.20 12.24
SIGNALS TECH 1	SG1						
EFF 87 09 26		30490 1168.80 14.61	31617 1212.00 15.15	32827 1258.40 15.73	34080 1306.40 16.33		
SIGNALS TECH 2	SG2						
EFF 87 09 26		31617 1212.00 15.15	32827 1258.40 15.73	34080 1306.40 16.33	35394 1356.80 16.96		
# SPECIAL OFFICER 1	SR1						
EFF 87 09 26		16695 640.00 8.00	17196 659.20 8.24	17739 680.00 8.50	18219 698.40 8.73	18803 720.80 9.01	
# SPECIAL OFFICER 2	SR2						
EFF 87 09 26		17739 680.00 8.50	18219 698.40 8.73	18803 720.80 9.01	19408 744.00 9.30	20013 767.20 9.59	
# SPECIAL OFFICER 3	SR3						
EFF 87 09 26		19408 744.00 9.30	20013 767.20 9.59	20681 792.80 9.91	21370 819.20 10.24	22059 845.60 10.57	
# SPECIAL OFFICER 4	SR4						
EFF 87 09 26		20681 792.80 9.91	21370 819.20 10.24	22059 845.60 10.57	22873 876.80 10.96	23645 906.40 11.33	

CLASSIFICATION TITLE	PAY CODE						
SPVR RADIO DIVISION	SRD						
EFF 87 09 26		30487	31641	32776	34024	35310	36653
		1168.70	1212.93	1256.43	1304.28	1353.58	1405.05
		16.12	16.73	17.33	17.99	18.67	19.38
SPVRING MECHANIC	SVM						
EFF 87 09 26		27318	28340	29363	30490		
		1047.20	1086.40	1125.60	1168.80		
		13.09	13.58	14.07	14.61		
# TRADES HELPER	TRH						
EFF 87 09 26		19721	20326	20994	21704	22455	23227
		756.00	779.20	804.80	832.00	860.80	890.40
		9.45	9.74	10.06	10.40	10.76	11.13
TRADES HELPER LH	TRL						
EFF 87 09 26		20326	20994	21704	22455	23227	24041
		779.20	804.80	832.00	860.80	890.40	921.60
		9.74	10.06	10.40	10.76	11.13	11.52
# WELDER	WL						
EFF 87 09 26		26900	27860	28841	29927		
		1031.20	1068.00	1105.60	1147.20		
		12.89	13.35	13.82	14.34		
EFF 88 02 27		27172	28132	29133	30219		
		1041.60	1078.40	1116.80	1158.40		
		13.02	13.48	13.96	14.48		
WELDER SRT	SWL						
EFF 87 09 26		27860	28841	29927	31033		
		1068.00	1105.60	1147.20	1189.60		
		13.35	13.82	14.34	14.87		
EFF 88 02 27		28132	29133	30219	31346		
		1078.40	1116.80	1158.40	1201.60		
		13.48	13.96	14.48	15.02		

CLASSIFICATION TITLE	PAY CODE						
# WORKS SPVR	WKS						
EFF 87 09 26							
		11.73	12.18	12.67	13.15		
WORKS SUPT 1	WT1						
EFF 87 09 26		25961	26900	27860	28841	29927	31033
		995.20	1031.20	1068.00	1105.60	1147.20	1189.60
		12.44	12.89	13.35	13.82	14.34	14.87
WORKS SUPT 2	WT2						
EFF 87 09 26		27860	28841	29927	31033	32222	33453
		1068.00	1105.60	1147.20	1189.60	1235.20	1282.40
		13.35	13.82	14.34	14.87	15.44	16.03
# WR SUPERVISOR	WRS						
EFF 87 09 26		26900	27860	28841	29927	31033	
		1031.20	1068.00	1105.60	1147.20	1189.60	
		12.89	13.35	13.82	14.34	14.87	

NOTE: # Civil Service and/or Departmental Classification

CLASSIFICATION TITLE	PAY CODE						
AIR MECHANIC	AME						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
AIR MECHANIC SRT	AMR						
EFF 88 09 24		25398	26316	27213	28132	29196	30240
		973.60	1008.80	1043.20	1078.40	1119.20	1159.20
		12.17	12.61	13.04	13.48	13.99	14.49
AIRCRAFT MAIN ENG 1	AE1						
EFF 88 09 24		28695	29697	30824	31972		
		1100.00	1138.40	1181.60	1225.60		
		13.75	14.23	14.77	15.32		
AIRCRAFT MAIN ENG 2	AE2						
EFF 88 09 24		30824	31972	33182	34455		
		1181.60	1225.60	1272.00	1320.80		
		14.77	15.32	15.90	16.51		
AIRCRAFT MAIN ENG 3	AE3						
EFF 88 09 24		31972	33182	34455	35770		
		1225.60	1272.00	1320.80	1371.20		
		15.32	15.90	16.51	17.14		
AIRCRAFT MAIN ENG 4	AE4						
EFF 88 09 24		33182	34455	35770	37189		
		1272.00	1320.80	1371.20	1425.60		
		15.90	16.51	17.14	17.82		
AIRCRAFT MAIN ENG 5	AE5						
EFF 88 09 24		35040	36354	37773	39255		
		1343.20	1393.60	1448.00	1504.80		
		16.79	17.42	18.10	18.81		
AIRPORT EQUIP OP 1	AO1						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89

```
  CLASSIFICATION       PAY
      TITLE            CODE

 AIRPORT EQUIP OP 2    AO2
  EFF  88 09 24               22288     22998     23770     24563     25398     26316
                              854.40    881.60    911.20    941.60    973.60   1008.80
                               10.68     11.02     11.39     11.77     12.17     12.61

# AREA WORKS SPVR       ARS
  EFF  88 09 24               27714     28695     29697     30824     31972
                             1062.40   1100.00   1138.40   1181.60   1225.60
                               13.28     13.75     14.23     14.77     15.32

 ASST HOSP LAUND MGR   ALM
  EFF  88 09 24               23770     24563     25398     26316     27213     28132
                              911.20    941.60    973.60   1008.80   1043.20   1078.40
                               11.39     11.77     12.17     12.61     13.04     13.48

 ASST INST HKPG SPVR   AHS
  EFF  88 09 24               22998     23770     24563     25398     26316     27213
                              881.60    911.20    941.60    973.60   1008.80   1043.20
                               11.02     11.39     11.77     12.17     12.61     13.04

 ASST POWR ENG 1ST CL  AOE
  EFF  88 09 24               28695     29697     30824     31972
                             1100.00   1138.40   1181.60   1225.60
                               13.75     14.23     14.77     15.32

 ASST POWR ENG 2ND CL  A2E
  EFF  88 09 24               26733     27714     28695     29697
                             1024.80   1062.40   1100.00   1138.40
                               12.81     13.28     13.75     14.23

# ASST WORKS SPVR       AWS
  EFF  88 09 24


                               11.19     11.59     11.98

 AUTO EQUIP MECH       AEM
  IFF  88 09 24               26567     27485     28424     29488
                             1018.40   1053.60   1089.60   1130.40
                               12.73     13.17     13.62     14.13
```

CLASSIFICATION TITLE	PAY CODE						
AUTO EQUIP MECH SRT	AMS						
EFF 88 09 24		27485	28424	29488	30553		
		1053.60	1089.60	1130.40	1171.20		
		13.17	13.62	14.13	14.64		
AVIONICS TECHNIC 1	AT1						
EFF 88 09 24		28132	29196	30240	31408	32556	33808
		1078.40	1119.20	1159.20	1204.00	1248.00	1296.00
		13.48	13.99	14.49	15.05	15.60	16.20
AVIONICS TECHNIC 2	AT2						
EFF 88 09 24		29196	30240	31408	32556	33808	35102
		1119.20	1159.20	1204.00	1248.00	1296.00	1345.60
		13.99	14.49	15.05	15.60	16.20	16.82
#BEACH SAFETY OFF 1	BP1						
EFF 88 09 24		19095	19680	20306	20932	21620	
		732.00	754.40	778.40	802.40	828.80	
		9.15	9.43	9.73	10.03	10.36	
#BEACH SAFETY OFF 2	BP2						
EFF 88 09 24		19680	20306	20932	21620	22351	
		754.40	778.40	802.40	828.80	856.80	
		9.43	9.73	10.03	10.36	10.71	
#BOAT CAPTAIN	BCP						
EFF 88 09 24		24960	25836	26733	27714	28695	29697
		956.80	990.40	1024.80	1062.40	1100.00	1138.40
		11.96	12.38	12.81	13.28	13.75	14.23
#BOAT MATE	BMT						
EFF 88 09 24		21933	22664	23394	24166	24960	25836
		840.80	868.80	896.80	926.40	956.80	990.40
		10.51	10.86	11.21	11.58	11.96	12.38
BUILDING MANAGER 1	BD1						
EFF 88 09 24		20932	21620	22351	23123	23916	
		802.40	828.80	856.80	886.40	916.80	
		10.03	10.36	10.71	11.08	11.46	

CLASSIFICATION TITLE	PAY CODE						
BUILDING MANAGER 2	BD2						
EFF 88 09 24		22998	23770	24563	25398	26316	
		881.60	911.20	941.60	973.60	1008.80	
		11.02	11.39	11.77	12.17	12.61	
BUILDING MANAGER 3	BD3						
EFF 88 09 24		24563	25398	26316	27213	28132	
		941.60	973.60	1008.80	1043.20	1078.40	
		11.77	12.17	12.61	13.04	13.48	
BUILDING MANAGER 4	BD4						
EFF 88 09 24		31972	33182	34455	35770		
		1225.60	1272.00	1320.80	1371.20		
		15.32	15.90	16.51	17.14		
BUILDING MANAGER 5	BD5						
EFF 88 09 24		37773	39255	40800	42407		
		1448.00	1504.80	1564.00	1625.60		
		18.10	18.81	19.55	20.32		
BUILDING SER SPVR	BDS						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
BUILDING SER WRKR 1	BW1						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89
BUILDING SER WRKR 2	BW2						
EFF 88 09 24		19993	20619	21307	22017	22726	23561
		766.40	790.40	816.80	844.00	871.20	903.20
		9.58	9.88	10.21	10.55	10.89	11.29
BUILDING SER WRKR 3	BW3						
EFF 88 09 24		20932	21620	22351	23123	23916	24772
		802.40	828.80	856.80	886.40	916.80	949.60
		10.03	10.36	10.71	11.08	11.46	11.87

CLASSIFICATION TITLE	PAY CODE						
BUSINESS MACH TCH 1	BT1						
EFF 88 09 24		20274	20955	21636	22355	23168	23943
		777.20	803.30	829.40	856.95	888.13	917.85
		10.72	11.08	11.44	11.82	12.25	12.66
BUSINESS MACH TCH 2	BT2						
EFF 88 09 24		23792	24586	25400	26270	27234	28161
		912.05	942.50	973.68	1007.03	1044.00	1079.53
		12.58	13.00	13.43	13.89	14.40	14.89
# CAMP COOK 1	CA1						
EFF 88 09 24							
		9.69	10.00	10.38			
# CAMP COOK 2	CA2						
EFF 88 09 24							
		10.71	11.09	11.46			
CH POWER ENG 1ST	C1E						
EFF 88 09 24		36354	37773	39255	40800		
		1393.60	1448.00	1504.80	1564.00		
		17.42	18.10	18.81	19.55		
CH POWER ENG 2ND CL	C2E						
EFF 88 09 24		34413	35687	37064	38483		
		1319.20	1368.00	1420.80	1475.20		
		16.49	17.10	17.76	18.44		
CH POWER ENG 3RD CL	C3E						
EFF 88 09 24		31408	32556	33808	35102		
		1204.00	1248.00	1296.00	1345.60		
		15.05	15.60	16.20	16.82		
CH SERVICE ST ATNDT	CSS						
EFF 88 09 24		20619	21307	22017	22726	23561	24354
		790.40	816.80	844.00	871.20	903.20	933.60
		9.88	10.21	10.55	10.89	11.29	11.67

CLASSIFICATION TITLE	PAY CODE						
CONSTRUCTION SPVR 1	CU1						
EFF 88 09 24		31408	32556	33808	35102	36459	
		1204.00	1248.00	1296.00	1345.60	1397.60	
		15.05	15.60	16.20	16.82	17.47	
CONSTRUCTION SPVR 2	CU2						
EFF 88 09 24		35040	36354	37773	39255	40800	
		1343.20	1393.60	1448.00	1504.80	1564.00	
		16.79	17.42	18.10	18.81	19.55	
#CONSTRUCTION WKR LH	CLH						
EFF 88 09 24							
		10.98	11.38	11.76			
#CONSTRUCTION WORKER	CWR						
EFF 88 09 24							
		10.28	10.64	11.00	11.38		
#COOK 1	CK1						
EFF 88 09 24		21224	21825	22455	23144	23874	24646
		813.60	836.80	860.80	887.20	915.20	944.80
		10.17	10.46	10.76	11.09	11.44	11.81
#COOK 2	CK2						
EFF 88 09 24		22789	23436	24125	24855	25627	26420
		873.60	898.40	924.80	952.80	982.40	1012.80
		10.92	11.23	11.56	11.91	12.28	12.66
COOK 3	CK3						
EFF 88 09 24		24062	24730	25460	26233	27047	27860
		922.40	948.00	976.00	1005.60	1036.80	1068.00
		11.53	11.85	12.20	12.57	12.96	13.35
DEP CH POWER ENG 1ST	DOE						
EFF 88 09 24		32556	33808	35102	36459		
		1248.00	1296.00	1345.60	1397.60		
		15.60	16.20	16.82	17.47		

CLASSIFICATION TITLE	PAY CODE						
DEP CH POWER ENG 2ND	D2E						
EFF 88 09 24		30824	31972	33182	34455		
		1181.60	1225.60	1272.00	1320.80		
		14.77	15.32	15.90	16.51		
DEP CH POWER ENG 3RD	D3E						
EFF 88 09 24		28695	29697	30824	31972		
		1100.00	1138.40	1181.60	1225.60		
		13.75	14.23	14.77	15.32		
#DISTRICT WORKS SPVR	DWS						
EFF 88 09 24							
		12.96	13.44	13.94	14.42		
DUPL EQUIP OPER 1	OD1						
EFF 88 09 24		17702	18232	18799	19366	20010	20615
		678.60	698.90	720.65	742.40	767.05	790.25
		9.36	9.64	9.94	10.24	10.58	10.90
DUPL EQUIP OPER 2	OD2						
EFF 88 09 24		20274	20955	21636	22355	23168	23943
		777.20	803.30	829.40	856.95	888.13	917.85
		10.72	11.08	11.44	11.82	12.25	12.66
DUPL EQUIP OPER 3	OD3						
EFF 88 09 24		24586	25400	26270	27234	28161	29201
		942.50	973.68	1007.03	1044.00	1079.53	1119.40
		13.00	13.43	13.89	14.40	14.89	15.44
DUPL EQUIP OPER 4	OD4						
EFF 88 09 24		26724	27669	28691	29712	30809	32000
		1024.43	1060.68	1099.83	1138.98	1181.03	1226.70
		14.13	14.63	15.17	15.71	16.29	16.92
ELEVATOR OPERATOR	EOP						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89

CLASSIFICATION TITLE	PAY CODE						
EQ & SIGN PAINT SRT	SSP						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
EQ & SIGN PAINTER	ESP						
EFF 88 09 24		23770	24563	25398	26316	27213	28132
		911.20	941.60	973.60	1008.80	1043.20	1078.40
		11.39	11.77	12.17	12.61	13.04	13.48
# FIRE RANGER 1	FR1						
EFF 88 09 24		18281	18761	19366			
		700.80	719.20	742.40			
		8.76	8.99	9.28			
# FIRE RANGER 2	FR2						
EFF 88 09 24		20222	20869	21662			
		775.20	800.00	830.40			
		9.69	10.00	10.38			
# FIRE RANGER 3	FR3						
EFF 88 09 24		21307	22017	22726			
		816.80	844.00	871.20			
		10.21	10.55	10.89			
# FIRE RANGER 4	FR4						
EFF 88 09 24		22726	23561	24354			
		871.20	903.20	933.60			
		10.89	11.29	11.67			
FLIGHT SERV OFF 1	FS1						
EFF 88 09 24		19993	20619	21307	22017	22726	23561
		766.40	790.40	816.80	844.00	871.20	903.20
		9.58	9.88	10.21	10.55	10.89	11.29
FLIGHT SERV OFF 2	FS2						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61

```
  CLASSIFICATION      PAY
      TITLE           CODE

 FLIGHT SERV OFF 3    FS3
  EFF  88 09 24               24563     25398     26316     27213     28132     29196
                             941.60    973.60   1008.80   1043.20   1078.40   1119.20
                              11.77     12.17     12.61     13.04     13.48     13.99

 FOOD SERVICES SUPRV  CKS
  EFF  88 09 24               26316     27213     28132     29196     30240     31408
                            1008.80   1043.20   1078.40   1119.20   1159.20   1204.00
                              12.61     13.04     13.48     13.99     14.49     15.05

#FRMR TMBR CONC WRKR  FTC
  EFF  88 09 24

                              10.28     10.64     11.00     11.38

 GARAGE WORKS SPVR    GWS
  EFF  88 09 24               29697     30824     31972     33182     34455
                            1138.40   1181.60   1225.60   1272.00   1320.80
                              14.23     14.77     15.32     15.90     16.51

 GARDENER 1           GR1
  EFF  88 09 24               21933     22664     23394     24166     24960     25836
                             840.80    868.80    896.80    926.40    956.80    990.40
                              10.51     10.86     11.21     11.58     11.96     12.38

 GARDENER 2           GR2
  EFF  88 09 24               22664     23394     24166     24960     25836     26733
                             868.80    896.80    926.40    956.80    990.40   1024.80
                              10.86     11.21     11.58     11.96     12.38     12.81

 GARDENER 3           GR3
  EFF  88 09 24               24166     24960     25836     26733     27714     28695
                             926.40    956.80    990.40   1024.80   1062.40   1100.00
                              11.58     11.96     12.38     12.81     13.28     13.75

 GARDENER 4           GR4
  EFF  88 09 24               30240     31408     32556     33808     35102     36459
                            1159.20   1204.00   1248.00   1296.00   1345.60   1397.60
                              14.49     15.05     15.60     16.20     16.82     17.47
```

CLASSIFICATION TITLE	PAY CODE						
#HATCHERY ASSISTANT	HA						
EFF 88 09 24		20619	21307				
		790.40	816.80				
		9.88	10.21				
#HATCHERY HELPER	HH						
EFF 88 09 24		19993	20619				
		766.40	790.40				
		9.58	9.88				
#HIGHWAYS SUPT	HIS						
EFF 88 09 24		30240	31408	32556	33808	35102	
		1159.20	1204.00	1248.00	1296.00	1345.60	
		14.49	15.05	15.60	16.20	16.82	
HIGHWYS EQUIP PAINT	HEP						
EFF 88 09 24		22664	23394	24166	24960	25836	26733
		868.80	896.80	926.40	956.80	990.40	1024.80
		10.86	11.21	11.58	11.96	12.38	12.81
INSTIT FARMER 2	IF2						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89
INSTIT FARMER 3	IF3						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61
INSTIT FARMER 4	IF4						
EFF 88 09 24		23770	24563	25398	26316	27213	28132
		911.20	941.60	973.60	1008.80	1043.20	1078.40
		11.39	11.77	12.17	12.61	13.04	13.48
INSTIT HAIRGROM CGE	IHC						
EFF 88 09 24		21433	22059	22747	23457	24166	25001
		821.60	845.60	872.00	899.20	926.40	958.40
		10.27	10.57	10.90	11.24	11.58	11.98

CLASSIFICATION TITLE	PAY CODE						
INSTIT HAIRGROOMER	IH						
EFF 88 09 24		20806	21433	22059	22747	23457	24166
		797.60	821.60	845.60	872.00	899.20	926.40
		9.97	10.27	10.57	10.90	11.24	11.58
INSTIT MEAT CUTTER	IMC						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61
INSTIT MILK PROCESR	IMP						
EFF 88 09 24		20932	21620	22351	23123	23916	24772
		802.40	828.80	856.80	886.40	916.80	949.60
		10.03	10.36	10.71	11.08	11.46	11.87
#LABOURER	LAB						
EFF 88 09 24							
		9.69	10.00	10.38			
LAUNDRY WORKER	LWR						
EFF 88 09 24		20932	21620	22351	23123	23916	24772
		802.40	828.80	856.80	886.40	916.80	949.60
		10.03	10.36	10.71	11.08	11.46	11.87
#MACHINIST	MC						
EFF 88 09 24		27986	28967	30010	31116		
		1072.80	1110.40	1150.40	1192.80		
		13.41	13.88	14.38	14.91		
MACHINIST SRT	SMC						
EFF 88 09 24		28967	30010	31116	32285		
		1110.40	1150.40	1192.80	1237.60		
		13.88	14.38	14.91	15.47		
MAINT ASSISTANT	MAN						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES, OPERATION, SERVICES

CLASSIFICATION TITLE	PAY CODE				
MAINT TRADES 1 SRT	SM1				
EFF 88 09 24		27005	27986	28967	30010
		1035.20	1072.80	1110.40	1150.40
		12.94	13.41	13.88	14.38
MAINT TRADES 2 SRT	SM2				
EFF 88 09 24		28967	30010	31116	32285
		1110.40	1150.40	1192.80	1237.60
		13.88	14.38	14.91	15.47
MAINT TRADES 3 SRT	SM3				
EFF 88 09 24		32285	33516	34810	36125
		1237.60	1284.80	1334.40	1384.80
		15.47	16.06	16.68	17.31
#MAINT TRADESPERSN 1	MM1				
EFF 88 09 24		26087	27005	27986	28967
		1000.00	1035.20	1072.80	1110.40
		12.50	12.94	13.41	13.88
#MAINT TRADESPERSN 2	MM2				
EFF 88 09 24		27986	28967	30010	31116
		1072.80	1110.40	1150.40	1192.80
		13.41	13.88	14.38	14.91
#MAINT TRADESPERSN 3	MM3				
EFF 88 09 24		31116	32285	33516	34810
		1192.80	1237.60	1284.80	1334.40
		14.91	15.47	16.06	16.68
MECH EQ MECH 2 SRT	M2S				
EFF 88 09 24		28967	30010	31116	32285
		1110.40	1150.40	1192.80	1237.60
		13.88	14.38	14.91	15.47
#MECH EQUIP MECH 1	ME1				
EFF 88 09 24		24563	25398	26316	27213
		941.60	973.60	1008.80	1043.20
		11.77	12.17	12.61	13.04

```
   CLASSIFICATION      PAY
       TITLE           CODE

# MECH EQUIP MECH 2    ME2
   EFF  88 09 24
                          27986    28967    30015    31116
                        1072.80  1110.40  1150.40  1192.80
                          13.41    13.88    14.38    14.91

  MECH SUPERVISOR      MSR
   EFF  88 09 24
                          30824    31972    33182    34455    35770    37189
                        1181.60  1225.60  1272.00  1320.80  1371.20  1425.60
                          14.77    15.32    15.90    16.51    17.14    17.82

# MECHANIC 1           MH1
   EFF  88 09 24

                          11.41    11.78    12.17    12.62    13.05

# MECHANIC 2           MH2
   EFF  88 09 24

                          11.96    12.38    12.81    13.30    13.76

  MOBILE SUPPORT SPVR  MPS
   EFF  88 09 24
                          22998    23770    24563    25398    26316    27213
                         881.60   911.20   941.60   973.60  1008.80  1043.20
                          11.02    11.39    11.77    12.17    12.61    13.04

# OPERATOR 1           OR1
   EFF  88 09 24

                          10.68

# OPERATOR 2           OR2
   EFF  88 09 24

                          11.26

# OPERATOR 3           OR3
   EFF  88 09 24

                          12.08
```

CLASSIFICATION TITLE	PAY CODE						
# OPERATOR 4	OR4						
EFF 88 09 24							
		12.55					
# OPERATOR 5	OR5						
EFF 88 09 24							
		13.05					
# PARK ATTENDANT 1	KA1						
EFF 88 09 24		17196	17718	18281	18761	19366	
		659.20	679.20	700.80	719.20	742.40	
		8.24	8.49	8.76	8.99	9.28	
# PARK ATTENDANT 2	KA2						
EFF 88 09 24		18281	18761	19366	19993	20619	
		700.80	719.20	742.40	766.40	790.40	
		8.76	8.99	9.28	9.58	9.88	
# PARK ATTENDANT 3	KA3						
EFF 88 09 24		19993	20619	21307	22017	22726	
		766.40	790.40	816.80	844.00	871.20	
		9.58	9.88	10.21	10.55	10.89	
# PARK ATTENDANT 4	KA4						
EFF 88 09 24		21307	22017	22726	23561	24354	
		816.80	844.00	871.20	903.20	933.60	
		10.21	10.55	10.89	11.29	11.67	
# PARK WORKS SPVR 1	PK1						
EFF 88 09 24		22664	23394	24166	24960	25836	26733
		868.80	896.80	926.40	956.80	990.40	1024.80
		10.86	11.21	11.58	11.96	12.38	12.81
# PARK WORKS SPVR 2	PK2						
EFF 88 09 24		23394	24166	24960	25836	26733	27714
		896.80	926.40	956.80	990.40	1024.80	1062.40
		11.21	11.58	11.96	12.38	12.81	13.28

CLASSIFICATION TITLE	PAY CODE						
✓PARK WORKS SPVR 3	PK3						
EFF 88 09 24		24166	24960	25836	26733	27714	28695
		926.40	956.80	990.40	1024.80	1062.40	1100.00
		11.58	11.96	12.38	12.81	13.28	13.75
PILOT 1	PL1						
EFF 88 09 24		33140	34413	35687	37064	38483	40027
		1270.40	1319.20	1368.00	1420.80	1475.20	1534.40
		15.88	16.49	17.10	17.76	18.44	19.18
PILOT 2	PL2						
EFF 88 09 24		35040	36354	37773	39255	40800	42407
		1343.20	1393.60	1448.00	1504.80	1564.00	1625.60
		16.79	17.42	18.10	18.81	19.55	20.32
PILOT 3	PL3						
EFF 88 09 24		38546	40027	41593	43241	44953	46768
		1477.60	1534.40	1594.40	1657.60	1723.20	1792.80
		18.47	19.18	19.93	20.72	21.54	22.41
PILOT 4	PL4						
EFF 88 09 24		40027	41593	43241	44953	46768	48772
		1534.40	1594.40	1657.60	1723.20	1792.80	1869.60
		19.18	19.93	20.72	21.54	22.41	23.37
PILOT 5	PL5						
EFF 88 09 24		42386	44097	45829	47791	49773	51965
		1624.80	1690.40	1756.80	1832.00	1908.00	1992.00
		20.31	21.13	21.96	22.90	23.85	24.90
POWER ENG 1ST CL PL	01E						
EFF 88 09 24		31408	32556	33808	35102		
		1204.00	1248.00	1296.00	1345.60		
		15.05	15.60	16.20	16.82		
POWER ENG 2ND CL PL	02E						
EFF 88 09 24		29697	30824	31972	33182		
		1138.40	1181.60	1225.60	1272.00		
		14.23	14.77	15.32	15.90		

EFFECTIVE 88 09 24
THROUGH 89 09 22

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES. OPERATION. SERVICES

CLASSIFICATION TITLE	PAY CODE						
POWER ENG 3RD CL PL	O3E						
EFF 88 09 24		27714	28695	29697	30824		
		1062.40	1100.00	1138.40	1181.60		
		13.28	13.75	14.23	14.77		
POWER ENG 5TH CL	O5E						
EFF 88 09 24		23394	24166	24960	25836		
		896.80	926.40	956.80	990.40		
		11.21	11.58	11.96	12.38		
# PROJECT WORKS SPVR	PWS						
EFF 88 09 24							
		12.96	13.44	13.94	14.42		
RADIO OPERATOR	ROP						
EFF 88 09 24		22288	22998	23776	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61
RADIO TECHNICIAN 1	RT1						
EFF 88 09 24		24563	25398	26316	27213	28132	29196
		941.60	973.60	1008.80	1043.20	1078.40	1119.20
		11.77	12.17	12.61	13.04	13.48	13.99
RADIO TECHNICIAN 2	RT2						
EFF 88 09 24		27714	28695	29697	30824	31972	33182
		1062.40	1100.00	1138.40	1181.60	1225.60	1272.00
		13.28	13.75	14.23	14.77	15.32	15.90
RADIO TECHNICIAN 3	RT3						
EFF 88 09 24		29196	30240	31408	32556	33808	35102
		1119.20	1159.20	1204.80	1248.00	1296.00	1345.60
		13.99	14.49	15.05	15.60	16.20	16.82
# RIGGER OS ST	RGR						
EFF 88 09 24							
		10.68					

CLASSIFICATION TITLE	PAY CODE						
SECURITY OFFICER 1	SG						
EFF 88 09 24		19366	19993	20619	21307	22017	22726
		742.40	766.40	790.40	816.80	844.00	871.20
		9.28	9.58	9.88	10.21	10.55	10.89
SECURITY OFFICER 2	HGG						
EFF 88 09 24		20306	20932	21620	22351	23123	23916
		778.40	802.40	828.80	856.80	886.40	916.80
		9.73	10.03	10.36	10.71	11.08	11.46
SERVICE WORKER 1	SK1						
EFF 88 09 24		18406	18949	19471	20076	20702	
		705.60	726.40	746.40	769.60	793.60	
		8.82	9.08	9.33	9.62	9.92	
SERVICE WORKER 2	SK2						
EFF 88 09 24		20806	21433	22059	22747	23457	24166
		797.60	821.60	845.60	872.00	899.20	926.40
		9.97	10.27	10.57	10.90	11.24	11.58
SERVICE WORKER 3	SK3						
EFF 88 09 24		21015	21641	22330	23060	23833	24626
		805.60	829.60	856.00	884.00	913.60	944.00
		10.07	10.37	10.70	11.05	11.42	11.80
SERVICE WORKER 4	SK4						
EFF 88 09 24		22288	22998	23770	24563	25398	26316
		854.40	881.60	911.20	941.60	973.60	1008.80
		10.68	11.02	11.39	11.77	12.17	12.61
SIGNALS TECH 1	SG1						
EFF 88 09 24		31408	32556	33808	35102		
		1204.00	1248.00	1296.00	1345.60		
		15.05	15.60	16.20	16.82		
SIGNALS TECH 2	SG2						
EFF 88 09 24		32556	33808	35102	36459		
		1248.00	1296.00	1345.60	1397.60		
		15.60	16.20	16.82	17.47		

CLASSIFICATION TITLE	PAY CODE						
#SPECIAL OFFICER 1	SR1						
EFF 88 09 24		17196	17718	18281	18761	19366	
		659.20	679.20	700.80	719.20	742.40	
		8.24	8.49	8.76	8.99	9.28	
#SPECIAL OFFICER 2	SR2						
EFF 88 09 24		18281	18761	19366	19993	20619	
		700.80	719.20	742.40	766.40	790.40	
		8.76	8.99	9.28	9.58	9.88	
#SPECIAL OFFICER 3	SR3						
EFF 88 09 24		19993	20619	21307	22017	22726	
		766.40	790.40	816.80	844.00	871.20	
		9.58	9.88	10.21	10.55	10.89	
#SPECIAL OFFICER 4	SR4						
EFF 88 09 24		21307	22017	22726	23561	24354	
		816.80	844.00	871.20	903.20	933.60	
		10.21	10.55	10.89	11.29	11.67	
SPVR RADIO DIVISION	SRD						
EFF 88 09 24		31395	32587	33759	35046	36369	37753
		1203.50	1249.18	1294.13	1343.43	1394.18	1447.10
		16.69	17.23	17.85	18.53	19.23	19.96
SPVRING MECHANIC	SVM						
EFF 88 09 24		28132	29196	30240	31408		
		1078.40	1119.20	1159.20	1204.00		
		13.48	13.99	14.49	15.05		
#TRADES HELPER	TRH						
EFF 88 09 24		20306	20932	21620	22351	23123	23916
		778.40	802.40	828.80	856.80	886.40	916.80
		9.73	10.03	10.36	10.71	11.08	11.46
TRADES HELPER LH	TRL						
EFF 88 09 24		20932	21620	22351	23123	23916	24772
		802.40	828.80	856.80	886.40	916.80	949.60
		10.03	10.36	10.71	11.08	11.46	11.87

CLASSIFICATION TITLE	PAY CODE						
# WELDER	WL						
EFF 88 09 24		27986	28967	30010	31116		
		1072.80	1110.40	1150.40	1192.80		
		13.41	13.88	14.38	14.91		
WELDER SRT	SWL						
EFF 88 09 24		28967	30010	31116	32285		
		1110.40	1150.40	1192.80	1237.60		
		13.88	14.38	14.91	15.47		
# WORKS SPVR	WKS						
EFF 88 09 24							
		12.08	12.55	13.05	13.54		
WORKS SUPT 1	WT1						
EFF 88 09 24		26733	27714	28695	29697	30824	31972
		1024.80	1062.40	1100.00	1138.40	1181.60	1225.60
		12.81	13.28	13.75	14.23	14.77	15.32
WORKS SUPT 2	WT2						
EFF 88 09 24		28695	29697	30824	31972	33182	34455
		1100.00	1138.40	1181.60	1225.60	1272.00	1320.80
		13.75	14.23	14.77	15.32	15.90	16.51
# WR SUPERVISOR	WRS						
EFF 88 09 24		27714	28695	29697	30824	31972	
		1062.40	1100.00	1138.40	1181.60	1225.60	
		13.28	13.75	14.23	14.77	15.32	

NOTE: # Civil Service and/or Departmental Classification